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Needham

1980 Annual Report

NEEDHAM Public Library

WITH GRATITUDE FOR DEDICATION TO COMMUNITY SERVICE...

RETIREES...

Name	Department	Years of Service
Alfreda Atwood	Hospital - Med Surgical	9
Dorothy Drehm	Hospital - Med Surgical	9
Clarence Bond	School - Custodian	9
Samuel Burgess	Hosp - Laboratory	13
Ethel Boschen	Town Hall - Town Clerk's Office	13
Anne Callahan	Hosp - Med Surgical	11
Margaret Carr	Hosp - Clerk	12
Catherine Collishaw	Treasurer's - Clerk	20
Eunice Elmer	Hosp - Med Surgical	4
William English	Police	22
Katherine Gallant	School - Secty	7
Mary Gamblin	Hospital	22
William Hanson	Fire Chief	40
June Hession	School - Cafeteria	12
Alice Kent	Hosp - Med Records	16
Leo Lyons	PWD - Water	14
Laura McMullinl	Hospital	6
Ernest Marston	Fire	32
Robert Newcomb	Firefighter	22
Dominick Nigro	PWD - Highway	22
Emma O'Brien	Hosp - Med Surgical	9
Mildred Poor	Treasurer's Office	8
Blanche Pilkington	Veteran's Services	11
Irving Ryder	Town Hall	4
Elsbeth Sullivan	School - Cafeteria	27
Virginia Secord	Treasurer's Office	20
Patrick Tocci	PWD	41
Salavatore Rizzo	Hospital	13

IN MEMORIAM...

Employees

Dorothy Powers	Hospital - I.C.U.	9
Ernest Wyatt	PWD - Parks	23

Retirees

Josephine Alaimo	School - Cafeteria	15
John A. Emery	PWD - Water	26
Henry Hardy	Legal Counsel	16
Jean Lambert	School	34
Herbert Toombs	School	12
John Keith	Fire	20
Frank Roman	PWD - Laborer	15
Antonio Bellomo	PWD - Sewer	17
Gordon Keith	PWD - Water	28
Bertha LePard	Treasurer	14

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Editors ..... Jane A. Howard, Janie H. Webster
Photographer ..... Robert Roman
The editors wish to thank Elizabeth L. Rich and the Needham Public Library staff for their help in providing pictures and information.

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Our Town

SITUATION:
About 10 miles southwest of Boston.
Geodetic position of Town Hall:
Latitude 49° 16' 51.567"
Longitude 79° 14' 13.048"

POPULATION:
29,936 (1975 State Census)

AREA:
Approximately 12.75 miles

ELEVATION:
85 feet above sea level at Rosemary Meadows, 180 feet at Needham Square, 300 feet in Birds Hill.

ASSESSED VALUATION:
$322,239,200. Real Estate only
13,127,300. Personal Property
$335,366,500. Total

TAX RATE:
For the period from July 1, 1979 - June 30, 1980:
$57.60 of which $29.54 is for Schools.

TOWN HALL:
Built in 1902. Phone 444-5100.
John W. Allen, custodian.

OFFICES OPEN TUESDAY EVENING:
Offices of Selectmen, second and fourth Tuesday;
Office of Town Clerk, second and fourth Tuesday;
Planning Board, every Tuesday;
Assessors, first Tuesday evening of each month and every Friday morning.

SENATORS IN CONGRESS:
Edward M. Kennedy
Paul E. Tsongas

REPRESENTATIVE IN CONGRESS:
John J. Moakley of Boston
(Ninth Congressional District)

STATE SENATOR:
David H. Locke of Wellesley
(Norfolk, Bristol and Middlesex)

REPRESENTATIVE IN GENERAL COURT:
Robert F. Larkin, Jr.
(13th Norfolk District)

MEMBER OF GOVERNOR'S COUNCIL:
George F. Cronin, Jr.

QUALIFICATIONS FOR REGISTRATION AS VOTERS:
Must be 18 years of age, American born or fully naturalized. Registration Monday through Friday 8:30 a.m. to 5 p.m., second and fourth Tuesday evening, at the Town Clerk's office; special evening Sessions of Registrars held preceding elections.

ABSENTEE VOTING:
All elections.

DOG LICENSES:
All licenses expire March 31.
A dog should be licensed when 3 months old.
Fees: Male $4; Female $7; Spayed $4.

TAX BILLS:
Tax bills are paid semianually.
First payment is due on October first, or thirty days from mailing of bill, whichever is latest.
If unpaid by due date, interest will be added according to law from October 1.
The second payment is due on May 1.
If unpaid on May 1, interest will be added according to law from April 1.
Motor vehicle excise and water bills are due sixty days from date of issuance.

BOARD OF HEALTH:
Householders shall report to the Board of Health all cases of communicable diseases, unless a physician is in attendance.

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Industry in Needham: An Historic Overview

When Needham became the 88th incorporated community in the Commonwealth of Mass. in 1711 its inhabitants were mostly "land hungry" settlers from Boston who had come to the "wilderness" to farm on the wide open land of the Great Plain. The town grew first as a series of villages which shifted as the population increased and advances in the development of Needham Centre just as Highlandville, the last section to be settled, grew because of industry and expanding highway systems in the 20th century.

Little remains today to remind us of the early agricultural life of our town except for picturesque stone walls, a few grazing sheep and Volantes' Farm. Records show, however, that besides providing food for their families Needham's farmers also made a livelihood off their land. They hauled hay to Boston to feed the city horses as well as selling their farm produce at the Great Boston markets. Produce from these farms also provided pickles for a local factory which was considered an insult to the "housewives" of Needham, and they were delighted when the factory burned in 1889. Later they also looked askance at the Cube Steak Machinery Co. of Needham! Noted among the large farms was James Cartwright's vegetable farm where he also had greenhouses after the Civil War. Over a 40 year period Denys Zirngiebel, a Harvard University botanist, had extensive greenhouses with rare and beautiful flowers. And for 20 years in the late 1800s Arthur Whitaker had 75 acres of sweet corn at his Hillside Farm from which he sent 300 bushels a day to a Boston restaurant chain. He also had 40 head of cattle which provided milk to the community. Another prosperous Dairy was The Walker-Gordon Dairy located near Charles River Village whose owners went to the Chicago World's Fair in 1893 and returned with the world's first automatic milking machine. An 1888 advertisement stated that Otis Young made his livelihood dealing in "Beef, Mutton, Pork, Lamb and Home Tried Lard."

Besides hay and farm products sold in Boston, trees and brush provided the first cash crops for Needham residents. In fact

Processing ice which has been cut on Blacksmith Pond which was an early local industry.

The Wm. Carter Co. in 1911 had grown enough to have mills on Rosemary Pond and in Springfield, Mass. Today only their executive offices remain in Needham having shifted their mills to the South.

the best barrels available came from staves that were so well made they became known as "Needham currency." They could be bartered for other products most popular being New England Rum. Bundles of branches tied together known as faggots were also sold in Boston and used particularly by bakeries to heat their large ovens. Brooms made of coarse marsh grass were bought to sweep out Boston slaughter houses. Another 'natural resource' business in Needham was Ice Cutting done on the town's many ponds.

Needham was blessed with an abundance of water power and sites along the Charles River both in the Upper and Lower Falls area and near Charles River Village were popular for various early industries in the town. In 1800 Rufus Ellis, a leader in industrial enterprises at the Upper Falls, completed a dam there and soon built a cotton factory on the Needham side of the River which he equipped with 3000 spindles for weaving sheeting. A nail factory was erected on the site and later a grist mill after a series of fires destroyed earlier buildings. The Lower Falls mills also had a history of fires. At different times three of the mills were part of the Thomas Rice Paper Co., which made paper for the Boston Evening Transcript, producing about one ton of newspaper a day. There were also chemical and rice plants, and in the 1850s Henry Wood manufactured mineral paint and made bricks from Portland cement and sand with a mixture of lime. Fire again ended this enterprise which was one of the few of its kind, and Mr. Rice bought the deeds, rebuilt and rented to Farwell and Conant for a silk factory where spool silk was made. Over 100 deeds and mortgages were filed affecting these Lower Falls mills in the 19th century.

During the same period the mills at the opposite end of town mostly produced paper products. As early as 1771 Fishers Mill was operating. When a bridge was built across the River in 1791 other paper grist mills began operating. At first coarse wrapping paper was the main product, but in the 1870s the Wm. Hill and Son Co. made manilla paper and in 1877 when Eugene Sampson acquired the plant leather-board was produced for 10 years. Mr. Edwin Hill then bought the plant and invested $15,000 for equipment to make book paper. The cost of freight for wood used for pulp caused Mr. Hill to retire and the mill burned in 1893.

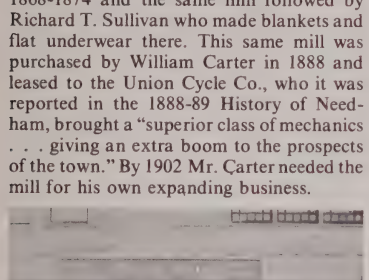
The Charles River wasn't the only source of water power for the mills, however. The Rosemary Brook soon became an important area for industrial development in Needham. In the early part of the 19th century Lemuel Lyons dammed the Brook, creating Rosemary Pond, in order to dump excess dyes. He built a small mill where he made huge beaver hats with bell-shaped crowns, large rims and covered with long hair. For 20 years there were 3 Needham hat factories, but after 1850 the industry disappeared from Needham. Mr. Lyon sold his mill to Mr. Galen Orr who turned it into a silk mill, and in 1860 it became a cotton-batting mill and then a grist mill for flour. Some of the cotton batting had been stored and was used by Needham women to make hospital supplies during the Civil War. There were also several glue factories in this area with a Mr. Robert Evans the leading manufacturer until his apprentices, John Mills and Allen Fisher, became skilled enough to open their own shops. Mr. Mills was known to have made quite a fortune from the glue industry.

1887 photo. Moseley Block in Needham Square which housed such businesses as B.L. Brown's Boots, Shoes and Rubbers Store; George Wragg's Domestic Bakery and Variety Store, and Dawson and Woodruff's "Choice Family Groceries."

Another important local industry was in building supplies. In the 1830s Michael McIntosh, a skilled machinist, blacksmith, moulder, pattern maker and inventor manufactured nails, hinges and fastenings and averaged 400 sashes a day. The building for which he had paid $500 along with the land and water privileges burned in 1841. Mr. McIntosh sold his rights to the business to Galen Orr who added a blind shop and in one year had a contract for supplies for 100 houses being built in Boston.

Needham became best known for its "underwear" industry as perhaps it is today with The William Carter Co. still flourishing. The arrival of English and Scottish knitters, the 1st "foreigners" in town, in the mid-1800s marked an abrupt halt to agricultural life of the town. Soon a common sight

was the drying of gloves and stockings stretched on boards in the backyards of homes in Highlandville (renamed Needham Heights in 1907). The Beless family from England became pioneers in making underwear on a large scale on handframes. They were soon joined by such people as Mark Lee and his brother who made a fine line of "fancy stockings." Mark invented a machine for testing the strength and tension of yarn and another for putting striped colors into stockings. Mr. George Ashwell manufactured hosiery and jackets at the Rosemary Pond mill employing about 100 people during this period. And The Samuel Sutton Co. made hosiery, yarn, and merino between 1868-1874 and the same mill followed by Richard T. Sullivan who made blankets and flat underwear there. This same mill was purchased by William Carter in 1888 and leased to the Union Cycle Co., who it was reported in the 1888-89 History of Needham, brought a "superior class of mechanics . . . giving an extra boom to the prospects of the town." By 1902 Mr. Carter needed the mill for his own expanding business.



Adams Bros. Store in the "Bourne Block" which was the principal business block on Great Plain Ave. in 1911. Owned by resident Chas. Bourne when he moved his successful Piano business to Town.

In 1857 William Carter, then a 25-year-old married man left England with only the knowledge of his family's knitting business as assets. By 1860 he had made his way to Needham where he joined the Lee Brothers in their Highlandville business. After saving $175 he bought a home located where the Heights Post Office now stands, and in 1865 The William Carter Co. had its start in the Carters' kitchen. The Carters supplied Simons Brothers with cardigan jackets for $45 a dozen, making a $5.00 profit. By 1870 he had built a separate shop, hired more people and diversified into such things as union suits, equestrian tights, corset covers and worsted mittens. By 1902 Mr. Carter had begun to use his Rosemary Pond Mill and he added another in Springfield, Mass. in 1909. (Today all the Carter Mills are in the South with the Executive Offices remaining in Needham.) Mr. Carter died in 1918 and his son became President, serving until his death in 1955 at age 90. During this period the Company remained a pace-setter in the clothing industry and in the late 1920s it won the Grand Prize for the finest underwear at the Panama Exposition in San Francisco. Mr. Carter was known for his improved design of the latch needle as well as an elected Mass. legislator who was instrumental in passing the Child Labor Laws and the Women's Suffrage Bill. Today The William Carter Co. continues the tradition and excellence of these two fine gentlemen.

As mentioned the Lees and Carters were not the only people making their living in the Highlandville clothing industry. The John Thorpes manufactured silk and merino mittens, hosiery and caps. The C.S. Halls specialized in "fancy mitts made of worsted silk"; Samuel Hudson made Shetland Shawls and polka mittens; F.L. Fuller dealt in boots, shoes, rubbers and Mrs. J. F. Flagg dealt in dry and fancy goods—millinery and trimmings. Nor was the industry exclusively located in Highlandville or by Rosemary Pond. John T. Wye made ladies Scotch gloves and mittens in a factory on Pleasant St. near the center of town, and later he made a variety of athletic goods, well-known "Great Dane" sweaters and "aquatic garments" on hand frames.

There are some interesting statistics during this period of Needham's industrial growth which are worth noting. The State census of 1865 reported $300,000 was invested in the town's manufacturing businesses with goods produced valued at $527,000 and 221 men and 185 women employed. By 1875 $640,000 was invested with products worth $1,375,000. There were 73 plants employing 643 men and 119 women with many more working at home. Seven steam engines and 11 water wheels were used. A breakdown showed two factories made paint and colors and goods worth $550,000; the hosiery business made goods worth $520,000 (57.354 a dozen); paper products were worth $96,000; manilla paper valued at $25,000; elastic hose and bandages worth $19,600; blind-hinges and fastenings worth $10,000 and glue valued at $13,025.

The 1885 census showed an overall drop in figures with $302,827 invested in manufacturing and products worth $377,247. 369 employees made wages of $109,817 and 214 women worked at home. By 1895 capital invested was the same as in 1885 but products were up to $720,777 with 558 people employed. Twelve steam boilers, 12 steam engines and 2 water wheels were used in these industries. Do you think the census counted Dr. T. A. Dutton's Vegetable Discovery as one of the reported products? It was made in Highlandville in 1888 and advertized as "a purely vegetable extract for cure of Scrofula, Constipation, Sick Headache, Rheumatism, Nervousness, Liver Complaint, Dyspepsia, Worms, Female Complaints and Kidney Afflictions." Mrs. Stephen Putnam also made Dr. Wm. Clarke's "Restorative Bitters" and advertized "their properties . . . as . . . purely medicinal, and they are invaluable as an alternative when used in treatment for chronic ailments of the viscera. They also become an active agent in overcoming obstinate torpidity of the liver when taken for that purpose."

The early 20th century saw a continuation of the clothing industry in Needham, but other businesses flourished as well. And in order to "afford a means of concurrent action" between town residents and local businesses The Needham Businessmen's Association and Board of Trade was organized in 1906. The Gorses business in surgical bandages gave Needham the name "home of the elastic thread industry." The Bourne Piano Co. came to town in 1911 and was a strong addition to the economy of the town as was the MacGregor Instrument Co. which came in 1917 and produced VIM stainless steel hypodermic needles. The Hopewell Railroad Supply Co. manufactured railroad signals and various explosives. Since 1882 Whetton's coal and kerosene delivery service had grown and expanded into a side grocery business. Today it remains an important Needham oil dealership. In 1900 Jacobs Shoe Shop started as a repair shop and is still operated as a retail shoe sales store. And Tillotson Rubber Co. thrived for many years when it took over The Carter Mill on Rosemary Pond. When the Company finally closed the building was razed and ended an era of factory manufacturing in Needham.

For 10 years between 1859-1869 200 men were employed to haul sand and gravel from Needham to fill the Back Bay. 40 freight cars made 26 trips every 24 hours. 112 acres of Needham land was left a desert wasteland in perhaps the earliest case of stripmining. This land and several adjoining acres became the site of the N.E. Industrial Center. This innovative project by Cabot, Cabot & Forbes saw their initial $550,000 investment appreciate 500% in 8 years. After overcoming many obstacles, not the least of which was convincing Needham Town Meeting Members to rezone the land, the Company built the first Planned Suburban Industrial Center in the U.S. They paid for all the improvement costs, waste and sewer extensions, gas and utility lines and road improvements, and introduced protective covenants on the tenants. Total value of the 186½ acres

(continued on page 8)

Charles River Dam and Mill where paper and grist were primary products as early as 1771.

Board of Selectmen

Norman P. Jacques, Chairman; Henry D. Hersey, Marcia M. Carleton, Francis A. Facchetti, H. Phillip Garrity, Jr., Harold Noble, Executive Secretary

PURPOSE

As the executive branch of Needham's government, the Board of Selectmen, by statute, is charged with implementation of the decisions of Town Meeting, with establishment of policy and guidelines, and coordination of local governmental actions. As the agent of the townspeople, it represents them in business and legal transactions and before county, state, and federal tribunals. In the terminology of modern business, the Town is the corporation, the citizens the voting stockholders, Town Meeting the corporate board of directors, and the Selectmen the executive officers.

The Selectmen serve as Commissioners of the Police, Fire and Public Works Departments and as the Town Licensing Authority. The Board authorizes borrowings and conducts hearings on matters of law or of concerns to local citizens' groups. It establishes operating and capital budgets with the assistance of the department heads under its jurisdiction. The Selectmen are empowered to appoint certain officials and fill vacancies occurring in certain elective positions, call and oversee all elections and Town Meetings and prepare the necessary Warrants. The Board is charged with maintaining a jury list from which it draws the names of jurors for court sessions.

The Selectmen meet on the second and fourth Tuesdays of each month except in July and August, when they meet on the third Tuesday. Special meetings are also called as necessary.

BUDGETARY DATA		No. of Employees
Personal Services	$ 93,326	Full-time 4
Expenses	1,416,232	Part-time 9
Capital Expenses	2,123	
Total	$1,511,681	

FY 80 HIGHLIGHTS

In its continuing effort to keep Town Government working in a business-like manner, the Board of Selectmen has spent a great number of hours this year interviewing personnel to fill important positions under the Board's jurisdiction.

Having given up Needham's first Director of Finance, Harvey Beth, to the Massachusetts Department of Revenue, the Board devoted many hours to finding a replacement. Bruce Young was hired to fill this important post.

The Board was fortunate that Harold Noble, the Town's Personnel Director, accepted its invitation to combine his present duties with those of Executive Secretary to the Selectmen. Paul Robison was then hired as Personnel Officer.

The retirement of William Hanson, Chief of the Fire Department, opened another position for which the Selectmen were required to conduct interviews to hire a replacement. Deputy Charles Bellomo was unanimously selected as the new Fire Chief.

Rita Carroll, who had served with faithfulness and good humor in the Selectmen's Office for ten years, also retired. Tedi Bertolet was hired as her replacement.

All these people who served the Town of Needham so well will be very much missed, but the Board is confident that those newly-appointed individuals will also serve us well.

In addition to the many committee appointments which the Selectmen are called upon to make each year, a number of new committees were formed. Needham is most fortunate in having many citizens willing to give time and expertise to the Town. New committees included: Commuter Bus Routing Committee, an ad hoc committee which supervised the change-over from commuter trains to buses; Arts Lottery Council; In-house Energy Committee, Cable TV Committee. The Town also accepted the Avery School Building, which was declared excess by the School Committee, and the Adaptive Re-Use Committee was established at the 1980 Town Meeting to determine future uses for that building.

Under the Public Works Department, the Selectmen participated at the May 17 dedication of the revamped Receiving/Recycling Facility. We are fortunate in that the public works employees had the talents to do much of the design and construction, which kept the costs to a minimum and made the disposal area much easier to use.

FY81 PROJECTIONS

The past year has brought a number of studies and suggestions concerning traffic and parking problems before the Board of Selectmen. This is an on-going subject, and one which still demands a solution.

Wise use of energy is another problem which the Board must continue to address, discussing the most efficient way to deliver town services using a minimum of energy.

Needham enjoys the reputation of being a "well-run" community. With the assistance of all Town departments and committees, the Board of Selectmen pledges to do all in its power to continue that reputation, keeping in mind the costs involved to deliver the services which Needham citizens want and need.

Town Clerk

Rose O. Mackenzie

The Town Clerk is the recorder of all official business, and maintains copies of all official records. The powers and duties of the Town Clerk are spelled out in Chapter 41 and other provisions of the General Laws. Those pertaining to Elections and Town Meeting are the most complex, with amendments being added every year.

With the Presidential Primary in March, the Town Election in April, and a recount in May for an office in the Park and Recreation Commission, the Clerk's office was especially busy. Registration was unusually heavy throughout this fiscal year. In addition to Election activity, the Annual Town Meeting in May in six sessions disposed of 45 Articles, and a Special Town Meeting within the Annual Town Meeting disposed of three Articles.

BUDGETARY DATA		No. of Employees
Personal Services	$35,062	Full-time 3
Expenses	2,790	Part-time 0
Capital Expenses	0	
Total	$37,852	

FY 1980 HIGHLIGHTS

During fiscal 1979-80 the following Elections and Town Meetings were held:

Presidential Primary - March 4, 1980
Town Election - April 14, 1980
Recount - May 3, 1980
Town Meeting - May 5, 1980 (6 sessions)
Special Town Meeting - May 14, 1980

In addition to the Election activity, the regular routine of business was carried on. Vital Statistics were entered in our records and copies were transmitted to the State. Requests for certified copies were filled, and Fish and Game, Raffle and dog licenses were issued. Various other licenses and permits granted by the Selectmen were also processed.

GENERAL GOVERNMENT

The Town Clerk's Office is oriented to service, and is open daily from 8:30 to 5:00 p.m., and on the second and fourth Tuesday evenings from 7:30 p.m. to 9:00 p.m.

– VITAL STATISTICS –

Births to Residents

7/1/79 – 12/31/79	114
1/1/80 – 6/30/80	127
Total Needham Births	241

Deaths	Residents	Non-Residents
7/1/79 - 12/31/79	110	36
1/1/80 - 6/30/80	100	38
Total	210	74
Total Deaths Recorded	284	

Marriages

7/1/79 – 12/31/80	169
1/1/80 – 6/30/80	83
Total Marriages	252

Fish and Game Licenses Issued 7/1/79 – 6/30/80

Class 1 - Fishing	314
Class 2 - Hunting	145
Class 3 - Sporting	121
Class 4 - Minor Fishing	19
Class 5 - Alien Fishing	2
Class 6 - Non-Resident Fishing	4
Class 7 - Non-Resident 7-Day Fishing	2
Class 8 - Non-Resident Hunting	1
Class 10 - Minor Trapping	1
Class 11 - Trapping	4
Class 12 - Duplicates	5
Class 13 - Resident Alien Hunting	7
Class 14 - Non-Resident Hunting	1
Classes 15 & 16 - Free Licenses	42
Class 18 - Resident Fishing, Ages 65-69	15
Class 19 - Resident Hunting, Ages 65-69	1
Class 20 - Resident Sporting, Ages 65-69	3
Total	687
Archery Stamps	9
Waterfowl Stamps	108
Paid to Division of Fish & Game for Licenses	$7,232
Paid to Town Treasurer in Fees	188
Total Fish & Game	$7,420

Dog Licenses Issued 7/1/79 – 6/30/80

Males	1,012
Females	184
Spayed Females	1,151
Transfers	3
Kennels @ $10.00	9
Kennels @ $25.00	8
	2,367
Paid to County Treasurer for Licenses	$6,983
Paid to Town Treasurer in Fees	826
	$7,809

Miscellaneous Receipts 7/1/79 – 6/30/80

Certified copies of Marriage Intentions, UCC Filings, Business Certificates, Maps, Street Lists, and various licenses. Total	$17,721

Board of Registrars

John W. Day, Chairman; Barbara Doyle, Mary J. McCarthy,

The Board of Registrars is composed of four members; not more than two of whom may be members of the same major political party. Three persons are appointed by the Board of Selectmen, and the Town Clerk by statute is a member ex-officio.

Responsibilities include the registration of voters, maintaining an up-to-date voting list, preparation of the annual listing of residents and printing of this listing, certification of signatures on nomination papers and petitions, processing all absent voter applications, administration of election recounts, and checking in of Town Meeting Members at Town Meetings.

In fiscal 1980 the listing of residents and voting list was computerized. The ready availability of the computerized voting list is a real asset.

Special registration sessions were held prior to the Presidential Primary and the Annual Town Election. Throughout the year, daily sessions for the registration of voters were held during regular business hours in the office of the Town Clerk.

Voter turnout for the three elections during the fiscal year was as follows:

3/4/80 - Presidential Primary - 55%
4/14/80 - Annual Town Election - 21%
5/3/80 - Recount - Park and Recreation

REGISTERED VOTERS
As of March 25, 1980

Precinct	Democrats	Republicans	Unenrolled	Total
A	658	328	707	1,693
B	688	475	1,107	2,270
C	626	677	1,038	2,341
D	607	646	901	2,154
E	572	719	826	2,117
F	501	408	516	1,425
G	384	365	624	1,373
H	661	511	822	1,994
I	436	411	492	1,339
J	509	467	742	1,718
Totals	5,642	5,007	7,775	18,424

The possibility of doing a census by mail is being considered for fiscal 1982, because it is becoming more difficult to contact families as there are so many homes where all the persons are working.

BUDGETARY DATA		No. of Employees
Personal Services	$20,438	Full-time 1
Canvassers and Tellers	14,350	Part-time 4
Expenses	18,100	
Capital Expenses	1,065	
Total	$53,953	

Personnel Department

Edward Kennedy, Chairman; David Donald, Arthur Lewis, Paul Attridge, Paul Robison, Personnel Officer; not pictured: Harold Kowal

PURPOSE:

The Personnel Board has the obligation to develop a total program for presentation to Town Meeting, which covers matters of Salary Administration, Job Description, New Jobs and Changes in Salary Classification for all Town Employees, except those in the School Department and Glover Memorial Hospital. The Consolidated Personnel By-Law serves as a guideline in the Administration of Personnel affairs and decision making.

The Personnel Board is comprised of five (5) members appointed by the Moderator for a term of 3 years each.

The Selectmen have designated the Board to act as the Bargaining Agent in contract negotiations with employee units or bargaining representatives. This phase of Personnel work requires many additional meetings to resolve the additional changes that come about in the finalizing of the contracts.

The Board regularly met throughout the

ar to hear requests regarding individuals departmental needs, and to hear and act personnel grievances as outlined in the -Law and the grievance procedure of the bor contracts.

The Board is ever cognizant of its responbility of maintaining the equitable balance the interests of the employees and the xpayers in matters of compensation and nployee benefits.

UDGETARY DATA		No. of Employees
ersonal Services	$29,366	Full-time 2
xpenses	4,850	Part-time 0
apital Expenses	---	
Total	$34,216	

Y 81 FORECAST:

A new position of Personnel Officer, uthorized by the 1980 Annual Town Meetg, under the direction of the Executive ecretary, was enacted June 3, 1980. This ppointment added the duties of implementg the Affirmative Action Program for the own, with the exception of the School epartment, the responsibility of administating the CETA program for adults and ouths, and some of the duties previously andled by the Personnel Director will be ssumed by the personnel officer.

Legal

Villiam A. Cross

During the fiscal year 1979-80, the servies of Town Counsel as a part-time mployee supported by Special Counsel elected jointly by the Board, Committee or Elected Public Officials requiring special egal services and Town Counsel on a case-y-case basis has been continued as in past ears. The selection process is to seek quali-ied Special Counsel who are available at a easonable cost; they are compensated only or services actually rendered on a per diem asis.

The sums expended by the Legal Departnent for Special Counsel during the fiscal ear 1979-80 consists of the following:

Department	Nature of Service	Total Amount
Hospital Trustees	Special Services	$ 900
School	Special Needs Students	13,661
Personnel	Collective Bargaining	4,192
Selectmen	Town Meeting Action Babson Case	9,486
Selectmen	Workmen's Compensation	750

We are unable to predict with any reliable accuracy when and where the need to use Special Counsel will arise, the time involved and ultimately the final cost to the Town. However, based on past experience, we do include a reasonable estimated sum in our budget to use for this purpose. Our appropriation for Special Counsel was $20,000 for the year 1979-80, about two-thirds of the expenditure. Except for the Babson case, the total special fees would have been within the appropriation.

The part time services rendered by Town Counsel consisted of attending all regular and special Town Meetings, all regular and special meetings of the Board of Selectmen, rendered opinions when requested, approved all contracts and bonds when requested by the several Town Officers and Public Officials, attended meetings of Town Tribunals not mentioned above when requested.

School Department

Daniel P. Mathews, Chairman; Carol Boulris, Joan Swartz, Blair Wentworth, Walter Wright, Lida Eisenstadt, John Carroll, Alan Schaefer, Superintendent of Schools

FISCAL YEAR '80 HIGHLIGHTS

The Needham School System has a tradition of excellence and continues to provide a quality education for its students. This is evidenced by the fact that this year fifteen students were cited as Merit Scholarship semi-finalists—one of the largest groups of merit semi-finalists in the history of the school system and one of the largest of any high school in Massachusetts. The SAT scores continue to rank well above the National and New England averages; over 80% of Needham High School graduates go on to higher education and a high number do extremely well in college and graduate school; elementary students continue to score in the 90th percentile on achievement tests; and students continue outstanding performances in activities, contests, and endeavors with other schools in academic, athletic, and artistic areas.

Declining enrollments are a problem for school systems throughout the country; Massachusetts and Needham are no exceptions. Enrollment for the 1979-80 school year was 5520 students which is a decline of 387 students or 7 percent of the school population. The Future School Needs Committee predicts that by 1986 enrollment in the Needham schools will be 4098 which is a decline of 1200 students in the next six years. Thus, the School Committee, School Department and the Facilities Planning Advisory Committee will be considering the closing of schools in addition to the closing of the Dwight and Highland schools. Fifteen teaching positions were eliminated this year to bring the total to twenty-eight for the past two years. Additional staff positions will continue to be eliminated as enrollments decline. Many crucial decisions will be made in the next few years by the School Committee.

The School Committee set the following goals for achievement during the 1979-80 school year:

1) To implement the first phase of redistricting plans.
2) To complete and implement plans for middle school reorganization.
3) To initiate the study of a house plan for the high school.
4) To make the Data Processing Center fully operational in terms of attendance, grade reporting, and a data-based management system.
5) To introduce a pilot program of uniform and formal supervision and evaluation of tenured teachers.
6) To complete a plan of reorganization of Central Administration.
7) To submit a plan to the State which conforms to the mandated Basic Skills Improvement Program.
8) To explore the existence, nature, and response to staff stress.
9) To implement and evaluate the program for gifted and talented—grades four through six.

All of the goals, except Goal 5, were completed. A system of supervision and evaluation of tenured teachers was developed and is in the process of being implemented.

One of the major events of the school year 1980 was the decision, by the School Committee, for a long-range redistricting plan. The School Committee, along with the administration, has been studying changes in enrollment for two years. After much deliberation, and with a great deal of com-

munity input, they approved the following redistricting plan:

1) To close the Dwight and Highland schools in 1982.
2) To move all sixth-grade students to the junior high schools in 1982 and to change the grade plan of organization so that they become middle schools.
3) To move all ninth-grade students to the high school in 1982 and to modify the program so that it will meet the needs of all the students, grades 9-12.
4) To create a Middle School Study Committee and a Four-Year High School Study Committee in order to prepare carefully for the changes which will take place in 1982.

There was a major decision, made by the School Committee, to reorganize from a K-6, 7-9, 10-12 school system to a K-5, 6-8, 9-12 system.

PROJECTIONS FOR 1980-81

Proposition 2½ if approved by the voters will have a significant impact upon the Needham School System. Additional school closings, as well as many reductions in the budget, will no doubt be affected by the time Town Meeting is held in the spring.

The School Committee and School Department will work diligently to continue to provide quality education for Needham youngsters in spite of less revenue via the property tax. It is a challenge, but one which the school system accepts and will confront head on.

Future School Needs Committee

PURPOSE

The Future School Needs Committee was established by Article 77 of the annual Town Meeting of 1951 and continued by Article 38 of the annual Town Meeing of 1980. The Committee acts in an advisory capacity to the Town Meeting by formulating decisions affecting the Needham Public Schools. The Future School Needs Committee projects future school enrollments and works with the School Committee by having its members serve on various School Committee subcommittees; 4 year high school, middle school and Facilities Planning Advisory Committee.

BUDGET DATA

The Committee in 1971 received a $6,000 appropriation which was used to fund studies on the Stephen Palmer closing and the Carter addition. The remainder of that appropriation helped fund the FPAC Elementary School Study as well as mailing information to Town Meeting members. The annual Town meeting of 1979 appropriated an additional $5,000 for future studies of facilities which may not be needed for school use or may be changed within the school system.

FY '80 HIGHLIGHTS

Enrollment projections which are calculated using the latest actual birth and enrollment statistics in a formula consistently applied since 1970, proved again to come within one percent of actual school enrollment. The summary is as follows: this year's projects also include the breakdown for the new middle school concept distribution.

FY '81 PROJECTIONS

Each member shall continue to maintain current information relating to a specific area of committee concern. In 1981 we envision looking at the maintenance and condition of the three secondary buildings to ascertain what recommendations may have to be made to provide for adaptations necessary with the change in educational use and concepts.

	K	1–6	7–9	10-12	Total			
Act. 79	299	2253	1399	1545	5459			
Proj. 79	318	2279	1477	1558	5602	1–5	6–8	9–12
1980	292	2133	1336	1464	5225	1721	1271	1941
1981	293	2015	1257	1418	4983	1552	1276	1862
1982	277	1849	1262	1332	4720	1509	1196	1738
1983	310	1788	1183	1272	4553	1486	1086	1671
1984	296	1801	1075	1199	4371	1522	906	1644
1985	296	1820	896	1207	4219	1519	868	1536
1986	296	1818	858	1126	4098	1523	862	1417
1987	296	1823	851	1018	3988	1527	877	1268
1988	296	1826	866	852	3840	1545	857	1142

INDUSTRY (continued from page 4)

owned by Adele Rothwell, Mary McNam ara Estate, John McNamara and The Need ham Sand & Gravel Co. was $73,450. Whe 184.4 acres were completed in 1953 the were valued at $127,050. In June of that yea American Can Co. took out the first permi for occupancy and their land and buildin was soon valued at $645,250. When the sold the building to The Coca Cola Bottlin Co. in August, 1975, they receive $4,200,000. The plant presently is visited b people from all over the world because of it unique set up with space for 3 football field and huge stainless steel drums.

By 1965 the N.E. Center was assessed fo $8,356,575 and paid taxes of $601,673.40 Today those figures have climbed t $42,106,700 and $2,652,722.10 in taxes. W should indeed be glad Cabot, Cabot & Forbes persevered in doing its pioneering i Needham. They did so in part because of th building of Route 128, the first major cir cumferential highway around a U.S. city

Arthur Whitaker's Hillside Farm advertise the Finest & Best Fed Herd of Cows in Tow . . . providing Pure Milk." The 75 acr Highlandville Farm also produced a fin crop of sweet corn for over 27 years.

The 64.5 mile roadway transversed 27 citie and towns between Gloucester and Brain tree. Its proximity to the property on whic the N.E. Industrial Center and the Riversid Industrial Park on Kendrick St. were built i the 50's has proven to be an essential combi nation in the success of such projects Together they set a standard for the growt of industry both out side of Needham and a an essential tax base within Needham.

As important as the large companies oper ating from the Industrial Center are to ou town, our residents also know the value o the smaller local merchants who have con tinued the traditions of Needham's forefath ers. As the decade ended the Needham Businessmen's Association and other town committees were hard at work trying to kee sight of the independent local businesse while still being aware of advances in large operations.

Bemis & Jewett Wallpaper business on th ground floor of the Chapel St. Nehoider Hotel.

Police Department

Louis Roman, Police Chief

The major function of any Police Department is to preserve law and order in the community and to protect the lives and property of its citizens. The officers of this department are constantly on patrol for the purpose of preventing crime and to aid all persons in need of help or information. Officers on patrol must be alert at all times to detect criminal activity and take the appropriate action.

One of the many functions of the Police Administrators and Patrol Supervisors is to see that the Patrol Officers are well trained and have the proper equipment with which to perform their many tasks.

Personal Services		No. of Employees
Personal Services	$1,278,007	Full-time 58
Expenses	128,153	Part-time 20
Capital Items	47,185	Total 78
Total	$1,453,345	

Police Activities 7/1/79 – 6/30/80:

From the Uniform Crime Report

	No. of Offenses	Cleared by Arrests or exceptional means
Homocide	0	0
Rape	0	0
Robbery	4	0
Assault – Simple	74	61
Assault – Aggravated	42	31
Breaking & Entering:		
Residential	124	
Non-Residential	67	
Total	191	9
Larceny	699	3
Motor Vehicle Theft	83	
Stolen Locally/ Recovered Locally	27	
Stolen Locally/ Recovered Elsewhere	40	
Stolen Elsewhere/ Recovered Locally	26	

Property Values	Stolen	Recovered
Larceny and B&E	$ 373,696	$ 53,377
Motor Vehicle	334,822	202,711
Total	$ 708,518	$256,088

From The Arrests Book:

Violation of Drug Laws	22
Forgery and Uttering	2
Idle and Disorderly	32
Violation of Liquor Laws	88
Protective Custody	165
Receiving Stolen Property	0

From The Police Log:

Disturbance Calls	1066
Tresspassing	34
Bicycles Stolen	156
Vandalism	710
Burglary Alarms	1,909
Robbery Alarms	125

Motor Vehicles:

Moving Violation Citations Issued	
Complaints	1,377
Warnings	1,100
Arrests	193
Parking Tickets Issued	7,956
Personal Injury Accidents	157
Property Damage Accidents	481
Operating Under Influence of Alcohol, Arrests	120

Crimes of violence were again way down, even lower than last year. Burglaries remained about the same, 191 this year as compared to 189 last year. As a result of citizen cooperation in obeying traffic laws and strict enforcement of these laws, by the police the accident rate was reduced by 45% as compared to last year. Strict enforcement of traffic laws will continue.

Acts of Vandalism and Disturbance calls continue to be a major problem in the community, again an all out effort by police, citizens and other interested groups must be made to combat these problems.

My sincere thanks, to all the other departments, tribunals and boards for their cooperation and understanding over the past year. In closing, I would like to remind every citizen that it is their duty to cooperate with, and support, the police.

1930 Little Red Store at Great Plain & Harris Ave. site which in 1917 was the MacGregor Instrument Co. which was responsible for introducing stainless steel to the medical profession. Later the small grocery store moved further up Great Plain Ave. and a First National Store was at the Harris Ave. site. Today the store still provides the neighborhood family store benefits as do newer variety stores in other areas of Town.

Fire Department

Charles Bellomo, Fire Chief

PURPOSE

The fire service in Needham is dedicated to providing protection of life and property for all citizens from the deadly effects of fire, and to provide initial emergency medical care to all those in need of help. There are many individual programs that make up the total fire protection picture including fire protection, fire prevention, public education training, emergency medical services, and the administration and maintenance of the entire fire alarm system. Members of this department are totally involved in one or more of these various functions in order to mold these individual components into one cohesive and complete protection service. Because of the individual dedication to excellence of the officers and men of this department we are able to product effective and efficient results.

BUDGETARY DATA		No. of Employees
Personal Services	$1,813,359	Full-time 84
Expenses	188,788	Part-time 6
Capital Expense	6,606	

FY '80 HIGHLIGHTS

During the past fiscal year the department answered 1,929 calls for assistance and rescue and ambulance personnel treated and transported 658 medical emergencies. 60 mutual aid runs were made to other communities including Boston, Newton, Wellesley, Dedham and others in keeping with the "Metro Fire" mutual aid district.

In order to maintain a constant state of efficiency, all firefighters continue their training schedules to keep their skills sharp and become comfortable with new developments. Many travel long distances to reach class locations. Several firefighters are attending area colleges in pursuit of a degree in fire science technology.

During the year, the department has added an underwater rescue team, and several volunteers have been training long and hard during their time off to be able to provide this additional service to the town.

A department drill team was organized, also with volunteers, and outfitted in original, bright red and blue uniforms. Most of the funding came from private businesses within the community. The team was greeted warmly during their first public appearance at the Fourth of July parade.

This year we hope to have a hazardous material squad in operation after completion of several phases of training in different schools in the New England area. After training we hope to have one experienced man on each shift who has knowledge of hazardous materials.

PUBLIC SAFETY

The fire prevention division has kept abreast of new laws and policies by attending numerous seminars. They have participated in advance arson investigation courses, and have been able to increase the frequency of business area inspections in an attempt to remedy potential fire hazards.

The first full fiscal year of ambulance operations has been very successful. The 27 firefighters who have taken on the additional responsibility of being certified Emergency Medical Technicians have responded completely to this challenge. They must maintain their skills to rigid Federal specifications including attendance at 100 hours of approved medical courses every two years. They will continue to provide the best possible emergency medical care as well as carrying on their responsibilities as firefighters.

The first phase of providing better protective clothing was completed this year by providing firefighters with new bright reflective yellow "Nomex" coats. It is hoped that the program now will be completed in FY '81 with the addition of new leather helmets.

FY '81 PROJECTIONS-

In order to assist both firefighters knowledge, and to help business owners to be aware of possible fire hazards, engine companies will be out assisting the fire prevention division by making "In Service" inspections. These companies will remain in a position to rspond to any emergency at all times.

Training schedules will be emphasized even more than in the past in order to continue to provide excellent fire protection and maintain a high level of emergency medical care to all citizens. Four more firefighters are attending Emergency Medical Schools and when registered will bring the total E.M.T. strength to 31. The underwater rescue team and the drill team will be fully trained and be ready to take an active part in expanding department services and capabilities.

A remodeling program of the interior of headquarters is well under way and will be completed this year. All the talents and labor of the firefighters have been donated voluntarily thereby saving several thousands of dollars on work which must be done.

On March 1, 1980, Chief William Hanson retired after 41 years of faithful and devoted service to the Town of Needham. His service record is as follows: Call Firefighter, Dec. 1939; Perm. Firefighter, Oct. 1945; Captain, Aug. 1948; Chief, 1968; Retirement, March 1, 1980. We wish Chief Hanson and family good health and happy retirement.

J.J. Whelton's and Post Office in an 1891 Highlandville photo.

Civil Defense

Julius T. Fedel

PURPOSE

The Department of Civil Defense and Office of Emergency Preparedness, is charged with overall preparations for any emergency, whether natural or man-made, such as hurricane, flood, snowstorm, windstorm or major fire. Supplies which include two-way radios, emergency lighting, emergency generators and pumps, and a 200-bed hospital are always ready to provide back up facilities for all town departments. Also, the Civil Defense Department provides communications, both radio and public address systems, for many major town affairs.

BUDGETARY DATA		No. of Employees
Personal Services	$ 1,500	Full-time 0
Expenses	12,977	Part-time 1
Capital	8,000	
Total	$22,477	

FY '80 HIGHLIGHTS

During Fiscal 1980, the Director revised and up-dated the Town of Needham Emergency Operations Plan which was approved by the State.

The Underwater Rescue Division was reorganized under the joint control of the Civil Defense Director and the Fire Chief. There are 18 members who have completed courses in basic scuba with a specialty in diver rescue including all pool and open water equipment. The unit has been approved by the Massachusetts State Civil Defense Agency.

The Communications Division is working to organize the ham radio operators in Needham into a working emergency radio network. A great deal of work has gone into improving communications and operational procedures in our E.O.C. (Emergency Operations Center) to better handle the large volume of calls resulting from a major emergency.

The Auxiliary Police Division provides additional manpower for the regular police department on an emergency basis and also conducts the anti-vandalism patrol on school and other town properties, several nights each week.

FY '81 FORECAST:

The Civil Defense Department will continue to provide a maximum amount of service to the town using our unpaid volunteers.

The Communications Division is working with the Fire Department Fire Alarm Crew developing and installing a cable system connecting the Police and Fire Stations with C.D. Headquarters, the Glover Hospital, the DPW Building, the Town Hall and the Radio Transmitter Site on the water tower on Hillcrest Road.

The cable will carry radio signals, fire alarm signals, computer information, telemetry on water and pump status for the D.P.W., intercom burglar alarms and other related information the town now pays the Telephone Company to handle. This system, we hope, will be partly funded by the Federal Government and the cable is being obtained through government surplus.

Under the direction of Police Chief Louis Roman and his liaison Lt. Richard Cyr, Acting Auxiliary Chief Henry Thomas will be working to develop a training program, including the Massachusetts Criminal Justice Program and Red Cross Advanced First Aid.

Building Department

John C. Rosenfeld, Building Inspector
Chester E. Bosselman, Plumbing Inspector
Donald B. Griffin, Wiring Inspector

The Building Department, sometimes known as the Inspection Department, has the responsibility of processing and making inspections in connection with all Permit applications for plumbing, gas fittings, electric wiring, new buildings, additions to existing buildings and for any structural changes. Inspections also have to be made whenever a Change of Use or Occupancy occurs in commercial property. Also the Inspector of Buildings has to make inspections of hospitals, schools, churches, nursing homes and multi-family dwellings as provided in Table 108 of the State Building Code.

The Inspector of Buildings is responsible for the interpretation and enforcement of the Zoning By-Laws.

BUDGETARY DATA		No. of Employees
Personal Services	$71,071	Full-time 4
Expenses	1,528	Part-time 4

The Third Edition of the State Building Code which has been effective July 1, 1979, has been replaced by the Fourth Edition, effective September 1, 1980.

On numerous occasions during the year, the Inspector of Buildings has had to refer applications to the Board of Appeals for a Side or Rear Line Variance.

The fees collected during the 1980 Fiscal Year exceeded the 1979 Fiscal Year which had been the highest of any previous year. The number of Building Permits issued also exceeded any previous year. The volume of Permits for conversion of oil fired heaters to gas fired heaters and for the installation of solid fuel burning stoves has shown a steady increase.

Public Works Department

Robert A. MacEwen, Director of Public Works; John D. Marr, Jr., Engineer; Robert J. Lanigan, Superintendent Highway Division; John F. Cusick, Superintendent Park Division; Lawrence Nigro, Superintendent Sewer Division; Bruce Nagler, Superintendent Water Division

PURPOSE

Public Works includes, in its broadest sense, all endeavors related to the planning, designing, construction, operation, maintenance and management of the physical facilities necessary or desirable to community life. The Needham Public Works Department renders service to all citizens in the areas of highway maintenance and construction, water supply and distribution, sanitary and storm sewer construction and maintenance, solid waste disposal, traffic control, part maintenance, and snow removal. The Department provides its own administration, engineering and equipment maintenance.

BUDGETARY DATA		No. of Employees
Personal Services	$1,489,378	Full-time 96
Expenses	1,079,022	Part-time 31
Capital Expenses	108,942	
Total	$2,677,342	

FY '80 HIGHLIGHTS

Perhaps the single most significant accomplishment of the Department was the completion of the Receiving and Recycling Facility at the Disposal Area. The facility was designed by the Department's engineering staff and constructed by personnel of the Highway Division with assistance from private contractors. The facility was dedicated on May 17, 1980, with support from the League of Women Voters whose membership has devoted a great deal of time to the encouragement of recycling. The new disposal concept has been well received by the residents and the traffic congestion feared by some has not materialized. The entire area has been screened from view by the planting of an evergreen hedge along Central Avenue which, when grown to maturity, will provide a natural buffer from activities on adjacent lands. This planting was performed by Park Division personnel and most of the pine trees were obtained from Ridge Hill Reservation.

Great strides were made in restoring the Town's road network to acceptable standards. The transfer of funds at the 1979 Special Town Meeting together with monies received from the State Aid Program enabled the Department to contract for the repair and resurfacing of about ten miles of public ways throughout the Town. Two relatively new concepts were utilized in the road repair program which proved to be quite successful. The repair of sub-standard pavement by means of infra-red heating has been limited to first class pavements in the downtown area and on major arteries. The removal of damaged pavement on Great Plain Avenue near the Needham Post Office was accomplished by means of a cold planing process whereby the two and one-half inch surface was planed off by a huge grinder and the pulverized material conveyed into trucks for use at other locations. This process is quick, relatively noise and dust free, and presents little inconvenience to the travelling public.

The gypsy moth infestation reached near epidemic proportions and caused great concern among townspeople. The caterpillars attacked oaks, maples, elms and even pines, spruce and garden plants before maturing into the moth stage only to lay more eggs for next years crop. The Park Division maintains a Control Program for public shade trees but is not capable of control measures on private property. Homeowners can help themselves by destroying egg masses in the Fall, Winter and Spring before the new caterpillars emerge.

The Engineering Division continues to provide the technical support for all Department activities and assists other town agencies in engineering matters. This support consists of preparing studies, cost estimates, field surveys and designs for streets, municipal utilities, recreational facilities, parking lots and traffic improvements. The Division also prepares and maintains record drawings of water, sewer, drainage and street construction and continues to maintain assessor's plans and other municipal maps.

The Engineering Division reviewed all subdivision plans submitted to the Planning Board and supervised the construction of Lantern Lane, Surrey Lane, Larkspur Road, William Street and Castano Court. Personnel of the Division also assisted the Conservation Commission preparing maps for the Open Space Master Plan and performed studies and cost estimates for parking lots proposed by the Planning Board's consultants and by the Selectmen.

The equipment replacement program continued with the purchase of four mid-sized sedans, two dump trucks and, for the first time in the Department's history, the lease of a landfill compactor to replace the conventional track loader at the disposal area.

The Highway Division completed curbing and sidewalk restoration on the west side of Pickering Street, resurfaced three miles of sidewalks in the Manning and Brookline Street area and resurfaced sidewalks, parking and play areas at the Eliot and Broadmeadow Schools. For the second consecutive year the winter season produced a snowfall of less total accumulation than the town's fifty-two inch average and for the first time in recent memory the snow and emergency account held up through the fiscal year.

The Park Division continued its most active maintenance program on some six hundred acres of land under the jurisdiction of the Selectmen, Park and Recreation Commission, Conservation Commission, and Memorial Park Trustees. In addition to recreational and athletic facilities the division maintains Rosemary Pool and Mills Field Tennis Courts. The forestry section of the Division is responsible for planting, pruning, spraying and removal of all public shade trees in the community.

During the winer months, personnel of the Park Division maintain ice skating areas at six locations. Maintenance includes clearing the ponds of snow, sweeping the surfaces and making new ice when conditions permit. The division continues to purchase supplies such as grass seed, fertilizer and chemicals in volume to obtain the appropriate discounts offered on bulk purchases.

Two hundred and twenty flowering and shade trees were planted by personnel of the Park Division while some ninety-seven trees were removed due to disease and hazardous conditions.

The Sewer Division responded to 160 calls to relieve residential waste water blockages caused in most instances by grease from garbage disposal units and tree roots growing in the service pipes.

The Division is responsible for the cleaning and maintenance of 112 miles of sanitary sewer mains, 63 miles of storm water drains and more than 2,700 catch basins.

Personnel of the Sewer Division installed over 900 feet of eight-inch sewer pipe, 1870 feet of various size drain pipe and connected 84 residential and commercial buildings to the municipal sewer system.

Ten sewage pump stations are required to supplement the gravity system and are checked daily by division personnel to insure proper operation on a continuous basis.

In fiscal 1980, the Water Division's activities produced about $900,000, some $150,000 less than the total of all expenses that can properly be attributed to the cost of operations, excluding allowance for water

facilities depreciation. Late billing of one of the town's six districts accounted for this apparent shortfall and prevented the revenue collected from exceeding expenditures by some $50,000. This indicates that the water rate structure is meeting its intended purpose of running the Division on the basis of returning a profit or loss within certain established guidelines before adjusting the rate. The new Coca Cola plant pays in excess of $100,000 per year for water supplied by the Division.

The 1239 million gallons of water pumped through the distribution system met all state and federal environmental standards. The cost for the delivery of water to consumers in any desired quantity at any time, was at the rate of eleven gallons for one penny.

Personnel of the Division responded to 1770 service calls, installed 370 meters, 37 new services and constructed over 3,191 feet of new mains ranging in size from 6 inch to 12 inches in diameter.

The leak detection program inaugurated in 1979 continued with the discovery and repair of forty leaks thereby further reducing the amount of unaccounted for water distributed throughout the Town.

FY '81 PROJECTIONS

Like all other town departments, Public Works is very apprehensive of the effects of Proposition 2½ should it become law. The Department has already eliminated fourteen positions since 1974 and is currently operating at bare minimums. To superimpose further cuts in manpower and operating expense could cripple the Department to the point where it cannot meet its intended purpose. The significant organizational changes forecast at this time last year are now in effect and seem to be working well.

The Department will continue to concentrate on maintenance and housekeeping functions and allow more work to be performed by advertised contract.

Energy conservation measures are being implemented in all Public Works buildings and heavy emphasis will be placed on fuel economy wherever possible.

The old grain elevator built and owned by H.A. Crossman on Chapel St. Needham Square. The building was torn down in 1964. Mr. Crossman dealt in Grain, Hay, Straw & Salt.

HUMAN SERVICES

Glover Memorial Hospital

William Gorham, Chairman; Marjorie Clifford, David B. Ellis, Edward L. Davis, Stephen Kennedy, Philip Mulvey, Helen Krawiecki, John K. Benson, Leon Levitan, Stephen L. Barrett, Administrator. Not pictured: Michael Heffernan, R. Robert Popeo.

PURPOSE

The Board of Trustees has general management, direction and control of the affairs of Glover Memorial Hospital, and shall make rules and regulations therefore, subject to the authority of the Board of Selectmen as Agents for the Town, and to the direction of the Town Meeting. The objectives of Glover Memorial Hospital are to guard and enhance the health of the community in cooperation with other effective health agencies, town departments, and other organizations by providing through attending physician and appropriate professional and support staffing the resources and facilities necessary for the diagnosis and treatment of physical and mental illness, the rendering of emergency medical services, and the continued training and re-training of staff medical and para-medical personnel; to assume responsibility where necessary and appropriate for health education in the community; and to maintain standards and records of sufficient quality so that an atmosphere compatible with clinical research may be maintained.

BUDGETARY DATA		No. of Employees
Personal Services	$4,173,529	Full-time 198
Expenses	1,940,795	Part-time 167
Capital Expenses	210,000	
Total	$6,324,324	

SUMMARY OF SERVICES

The following table indicates the services provided by the Hospital during FY 1980 as compared with Fy 1979.

Residents of Needham and nearby communities continued to turn to Glover Memorial Hospital in increasing numbers for medical-surgical, emergency and outpatient services during FY 1980. During the year 17,632 persons received inpatient, one day surgical or emergency outpatient treatment at the Hospital compared with a total of 16,838 during FY 1979. Utilization of the Hospital's one day surgical service reflected a 31 percent increase above the FY 1979 total and has increased 111 percent since day surgical care was instituted at the Hospital in July 1976.

FY 1980 HIGHLIGHTS

The Hospital continued to maintain operations on a fully self-supporting basis during fiscal 1980 with income received for patient services exceeding all Hospital-related Town expenses and, in addition, providing for the reimbursement of more than $640,000 in expenses incurred in other portions of the Town budget relating to or in support of Hospital operations. Net cash receipts in excess of all Hospital-associated expenditures are returned to the Town's general fund to be available to serve other financial needs of the Town.

To maintain the Hospital's financially self-supporting position, despite continuing increases in supply, service and personnel costs, the Trustees authorized increases in basic inpatient room and board charges and charges for some other medical-surgical services to become effective on July 1, 1980. The current average charge of $137 per day for inpatient room, board and basic nursing care remains among the lowest in the area.

	FY 1980	FY 1979
Medical-Surgical Inpatients	3,300	3,066
One Day Surgical Patients	828	632
Total	4,128	3,698
Occupancy: Medical-Surgical Inpatients and One Day Surgical	78%	75%
Treated in Emergency Room	13,504	13,140
Treated in Operating Room: Inpatient and Outpatient	2,573	2,442
X-Ray Services: Inpatient and Outpatient	19,328	18,426
Physical and Occupational Therapy: Inpatient and Outpatient	11,768	12,566
Laboratory Tests: Inpatient and Outpatient	152,316	128,354

Memorials and gifts contributed to the Hospital's Permanent Donation Fund during the year totalled $39,174 and reflected the continued generous support of the Glover Memorial Hospital Aid Association and other service organizations, businesses, and individual donors in the community.

During the year the Hospital's patient care and service capabilities were further strengthened by the acquisition of improved nuclear scanning and ultrasound units for diagnostic examinations of the heart, arteries and other internal organs, and the establishment in the Pharmacy area of a "clean air center" for the preparation of complex sterile formulae employed in providing intravenous nutritional support to the critically ill.

Necessary improvements to the Operating Room suite, deferred since 1976, were undertaken during the year using trust funds available to the Trustees for hospital purposes. Their completion, in the early fall of 1980, will contribute to improved patient service and space utilization in that important area of the Hospital.

Public attendance at the Hospital's comprehensive series of free monthly health education forums indicates a continuing interest in this community service contribution by the Hospital and its medical and nursing staffs.

FY 1981 FORECAST

The upward trend in utilization of the Hospital's emergency outpatient services noted during the past decade is expected to continue in FY 1981 as is further growth in patient and physician utilization of one day surgical services.

While the Hospital has no immunity to the effects of further increases in its costs for supplies and services in the coming year, the Trustees anticipate a continuation of the favorable financial position which has been maintained over the past several years.

The Trustees, Administration and professional staff will continue to examine new modes and opportunities for the delivery of health care services, embracing those which will enhance the Hospital's ability to serve the needs of the residents of Needham and nearby communities in a cost-effective manner.

For several decades the Arthur Fletchers owned and operated this 13 acre farm which the Ferdinand Volantes purchased in 1961. When corn and other vegetables were the popular fare on this Central Ave. farm, Fletcher's brother grew flowers and had a florist business on Chestnut St.

Board of Health

John D. Fernald, Chairman; Ruth Bauer, Bruce A. Thayer

PURPOSE

The Board of Health is responsible for preserving, protecting and improving the public health and environment of the citizens of Needham and the Town. This responsibility is clearly defined under the authority of the Commonwealth of Massachusetts General Laws, Chapter III, Section 31. The Board of Health is the legal representative of the Massachusetts Department of Public Health and the Department of Environmental Quality Engineering. Each community has a number of agencies, public and private, providing primary health care and health screening programs in both public and mental health catagories. Our programs are planned to avoid duplication of services and to establish liaison with all of these groups.

BUDGETARY DATA

Public Health		No. of Employees
Personal Services	$104,066	Full-time 5
Capital Outlay	810	Part-time 5
Travel Out of State	300	
Expenses	9,325	
Garbage Removal	69,000	
Hospitalization	500	
Mental Health	55,188	
Mentally Retarded	8,400	
Dental Clinic		**No. of Employees**
Personal Services	10,151	Part-time 3
Expenses	5,075	
Total	$262,815	

FY '80 HIGHLIGHTS

The activity level of all of our primary services continued at existing rates in our programs designed to preserve, protect and improve the public health. All of our programs were reviewed with respect to program budgeting and continued need. We were able to carry out our progams without any requests for transfers from the reserve fund again this year.

Again, this year, we were asked by the Board of Selectmen to administer the Fuel Oil Assistance Program for Needham residents who meet the financial guidelines. A total of 164 applications for fuel oil assistance were processed through this office. We were able to assume these new duties without any increase in staff or expense. The fuel oil assistance funds received by the residents come from state funds allocated for this program.

PUBLIC HEALTH NURSING

This year we continued and improved our programs. Our parenting seminars are growing. Social Workers from Family Service Agency and the Needham Guidance Clinic are the group leaders.

Some time is spent each year in updating our skills. We attended seminars on communicable disease, blood pressure, school nursing problems and crisis intervention.

Our Well Child Conference continues to provide a necessary need, especially at this time of inflation.

During fiscal year 1980 the Public Health Nurses provided the following services:

Communicable Disease	
Tuberculosis skin testing	229
Home visits for communicable disease	32
Immunization	
Influenza	955
Pneumonia	87
Tetanus, Diptheria	165
Screening Programs	
Hearing	456
Vision	568
Blood Pressure Checks	981
Scoliosis	122
Glaucoma	171
Lead Paint	12
Maternal & Child Health Programs	
New baby home visits	155
Well Child Conferences	22
Appointments	286
Camp Physicals	2
Appointments	31
Parenting Seminars-4 groups	33
Parochial School Nursing	224 hours
Inspections	
Nursery schools, camps, Day Care Centers and nursing homes	51
Health Guidance Home Visits	351
Mental Health Home Visits	142
Senior Citizens Keep Well Clinics	38
ABCD Federal Fuel Assistance Program Applicants	164

NUTRITIONAL PROGRAM

As in the past, the activities and responsibilities of the Nutritionist have followed a pattern designed by the correlation of nutritional services with other community health services offered by Physicians, Visiting Nurse Associates, Keep Well Clinics, Well Child Conferences, Home Health Care of Glover Hospital and the Hospice Program. The Nutritionist directs and supervises the students in the Coordinated Undergraduate Program in Nutrition at Framingham State College. The students affiliate with the Needham Board of Health for a community nutrition

experience during the spring school semester. This year 14 students participated in the program.

The responsibilities of the Nutritionist include: 1) individual nutritional and dietary counseling to patients and/or their families at the referral of the physician and the Visiting Nurses, as well as to patients at the Keep Well Clinics and the Well Child Conferences; 2) coordination and supervision of the Traveling Meals Progam; 3) initiating and developing nutrition related programs in the community; and 4) presentation of timely and up-dated nutrition information as part of in-service and orientation programs of the Visiting Nurses, School Nurses, Home Health Aides and Homemakers, as well as talks to individual groups on particular aspects of nutrition. The Nutritionist takes part in Diabetes Services presented several times a year by Glover Hospital for diabetic patients and their families.

The following is a statistical summary of dietary counseling conferences held during the past fiscal year:

Patient Conferences:	
Office Visits – New patients	125
– Rechecks	713
Keep Well Clinics – New patients	61
– Rechecks	146
Home visits	77
Total Patient Conferences	1,122
Traveling Meals Program	
Total number of meals delivered	5,851
Average number of recipients daily	24
Average number of weekend recipients	8

ENVIRONMENTAL HEALTH PROGRAMS

The environmental health program conducted by the Sanitarian is generalized, varied and multi-faceted. Emphasis on the progam is determined by legal mandate, permit requirements, complaints and regulatory requirements of local Board of Health Regulations, state regulations and the State Sanitary Code rules and regulations. Below is a listing of items included, in part, of the complaints inspectional activities, educational services, licensure and permit activities, and remedial activities performed by the Sanitarian in the 1980 fiscal year:

Food Service Establishment inspections, food complaints, reinspections, consultations and permit activities	170
Subsurface disposal, municipal sewage, drainage, consultations and related field inspections	228
Swimming pool (municipal and domestic inspections, consultations and related permit activities	55
Domestic animal permit activities, animal, rodent and insect consultations, demolition permit and related activities	59
Solid waste disposal, dumping and pollution inspections and related activities	104
Minimum housing, lead paint inspections, consultations and remedial activities	68
Subdivision control inspections, consultations and report activities	9
Soft drink carbonated beverage bottling plant inspections and permit activities	5
Inspection of Day Care Centers, camps, nursing homes, motels and other institutions for permit and other requirements	11
Rabies Dog Clinic	12
Unclassified, miscellaneous complaint, permit inspectional and cosultative activities	54
Professional meetings attended	12

COMMUNICABLE DISEASE	
Chickenpox	170
Hepatitis, Infectious	3
Hepatitis, Serum	1
Measles	1
Mumps	1
Salmonella	8
Scarlet Fever	4
Strep Throat	2

ANIMAL BITES	
Dog	36
Cats	5
Rabbit	4
Gerbel	2
Skunk	1
Hamster	1

The Annual Rabies Clinic was held March 15 and March 22. A total of 725 dogs were immunized with a vaccine effective for three years.

DENTAL CLINIC	
Number of patients enrolled	91
Number of appointments	517

FY '81 FORECAST

We expect that next year will be just as busy with citizen participation in our mandated and volunteer programs which involves environmental, nutritional, home health guidance, dental and mental health.

The Board of Health, with Town Meeting approval, reduced the summer garbage collections from twice a week to once a week. This will amount to a $5,400 savings to the taxpayer. This reduction in the number of summer garbage collections should not pose a health or environmental problem as people are allowed to wrap their garbage and many residents go away for the summer, or have garbage disposal units.

Youth Commission

Susan Posner, Chairman; Dorothy Davis, Foster Cook, Alden Eberly, Thomas Engleman, Coordinator. Not pictured: Robert Enos, William McEvoy, Jean Lucey.

The eight member Youth Commission is responsible for identifying the needs of Needham youths and determining ways to meet those needs. Youth Commissioners are appointed by the following groups: Finance Committee, Selectmen, School Committe, two Youth Representatives by the Superintendent of Schools, Town Moderator, Police Chief and Park and Recreation Commission.

The Youth Commission has four major programs: counseling and outreach; employment services; interagency planning, and restitution services. These programs are carried out by the Youth Coordinator, Caseworker/Youth Outreach Worker, Youth Employment Counselor and clerk.

The counseling and information services are utilized by young people, parents and agencies for needed information or referrals. The agency's outreach services reach out to youths to provide needed information and help before a minor issue becomes a serious problem.

Coordinating local employment opportunities for young people gives them actual "hands on" experience in the world of work. The Commission also provides job interviewing skills and placement for the handicapped, special needs students and disadvantaged youths with local jobs and federally-funded employment programs. The Commission obtained over 800 jobs for local youths in the report period 7/1/79-6/30/80.

Interagency planning and community education programs have been provided with local youth service agencies. The Commission's prevention efforts include participation in special school programs for junior and senior high school students and training of law enforcement and recreation personnel.

A major new activity for the Youth Commission is restitution and diversion services provided to Needham youth on referrals from parents, schools and law enforcement agencies. The Commission is utilizing its counseling and employment services for young people to repay damages from vandalism and other destructive behavior. Restitution services have become a significant activity of the Youth Commission on behalf of young people and Needham citizens.

Plans for the coming year include expanded diversion and restitution services and responding to child care needs of families.

Memorial Park Trustees

Robert W. Chalue, Frederick F. Muir, Arthur M. Tiernan, Roger D. Goodwin, Robert C. Dawson, Chairman

During 1980, the Trustees of Memorial Park continued to supervise maximum usage of the playing fields, while at the same time keeping the shrubs, flowers, and grounds in their customary excellent condition.

Needless vandalism seems to increase each year, but with the constant help of Bob Harris, Memorial Park supervisor, and the "always availability" of the Grounds Division, the usage and beauty of the Park has been maintained.

The Park is in constant use by Little League, all High School sports and activities, Pop Warner football, American Legion baseball, Senior softball, band concerts, joggers, flea markets, etc., as well as by various organizations which hold their meetings in the Memorial Park building.

1982 will be the 100th anniversary of the first Needham-Wellesley football game, and the game will be played in Needham. The Trustees are hoping to resod the #1 football field in 1981 to have the field ready for the celebration, and the big game. We realize that Town finances are very limited, so we will attempt to resod the field with private help, and business contributions. We will ask nothing from the Needham Town Meeting.

This is the way it was done in 1921 when Memorial Park was established, and this is the way we know it can be done in 1981.

Council on Aging

Margaret A. Lindsay, Chairman; Ann Tinkham, Margaret Peirce, Daniel Comiskey, Sidney J. Dockser, Dorothea Willgoose, Ralph Chambers, Edward Pelletier, Gerald Swartz, Francis E. Quillard, Florence Grinspoon, Marjorie Hybels, Executive Director.
Not pictured: Charlotte Tenhope.

PURPOSE

The Council On Aging was established by Town Meeting in 1957 to: (A) identify the total needs and concerns of Needham's elderly and retired persons and those approaching retirement age; (B) design, coordinate, or implement services and programs to meet these needs and concerns; (C) inform the community and enlist the support and participation of all citizens in this effort.

BUDGETARY DATA		No. of Employees
Personal Services	$23,681	Full-time 0
Expenses	7,339	Part-time 2
Capital Expenses	0	
Total	$31,020	

FY 80 HIGHLIGHTS

Two goals, long desired, were achieved in FY 80:

A. *Stephen Palmer Center*: On October 2, 1979, programs and services of the Council On Aging were transferred from Town Hall to the Stephen Palmer Center. A portion of the basement of the former elementary school had been renovated by Crowninshield Corp. for community use. The area was modified and furnished as a multipurpose senior center, using a combination of funds from a Federal Older Americans Act Grant ($14,623) and local donations ($8,874) received from corporations and individuals, including money contributed by the elderly themselves. No local tax dollars were used to prepare the new facility.

Having, at last, a large, well-equipped, attractive senior center, participation by the older adults of Needham has surged upward steadily in the months following the opening of Stephen Palmer Center. For example, during one week (December 10-14, 1979) 704 Needham older people used Stephen Palmer Center. During a later week (January 21-25, 1980), 811 persons participated in services and activities offered there. It has been particularly satisfying to see the pleasure, enthusiasm, and gratitude of the Town elderly for having their own special gathering place. Also noteworthy is the fact that the number of older men joining in senior center activities has increased drastically, now reaching approximately 50% of the 2,500 different Needham elders who utilize Council On Aging services.

B. *Personnel*: Annual Town Meeting 1980 accepted the recommendation of the Personnel Committee, Board of Selectmen, and Finance Committee and voted to increase the two employees of the Council On Aging to full time, beginning in July, 1980 (FY 81).

The Council On Aging has devised a way to channel the desire of the elderly of Needham to help themselves without needing more tax dollars. Members of the Council incorporated a new, not-for-profit, organization, FRIENDS OF NEEDHAM ELDERLY, INC. The purpose of the corporation is to permit the raising of funds which will be tax deductible to the donors, funds which will be used to purchase supplies or equipment for the senior center, or to facilitate other programs or services for the elderly of Needham which cannot readily be accomplished through the Budget of the Town.

FY 81 FORECAST

Intensive use of Stephen Palmer Center, 35 hours per week by programs of the Council On Aging, plus additional evening use by programs of other Town Departments and local service organizations, will continue and increase.

An additional Grant, $3,973.00 in State funds obtained through the Massachusetts Department of Elder Affairs, for which no local matching funds are required, will permit some alterations and improvements of

Stephen Palmer Center which the first months of use have shown to be desirable.

Equipment purchased with donations by the FRIENDS OF NEEDHAM ELDERLY, INC., notably acoustical room dividers, a standard pool table, and storage cabinets, will enhance the activities of the elderly at Stephen Palmer Center, without the use of tax monies.

Department of Veterans' Services

Terrence McGuire

PURPOSE

The Department of Veterans' Services performs those functions assigned to it by Chapter 115 of the General Laws of Massachusetts, including the administration of a program of benefits to eligible veterans and aid to the immediate families and dependent parents of such veterans, veterans burials, and the care of veterans graves. The department serves as a local contact point for matters to be brought before the Veterans Administration which are of concern to Needham veterans. The department also maintains a safe depository of copies of discharges, other separation documents, and records of service for veterans who are, or were at the time of service termination, residents of the town.

BUDGETARY DATA		No. of Employees
Personal Services	$14,759	Full-time 0
Expenses	38,655	Part-time 2
Capital Expenses	0	
Total	$53,414	

FY 1980 HIGHLIGHTS

Operations of the department during Fiscal Year 1980 showed a marked increase in the aid caseloads around mid-year which was reflective of the general economic situation. Toward years end there was a leveling evident with the number of cases remaining fairly constant and just slightly higher than the previous year. The expenditures captioned above under "Expenses," which are proportionately reimbursed by the Commonwealth, portray that process. There was a corresponding increase in the number of veterans seeking assistance in the filing of claims for benefits with the Veterans Administration. Impacting factors here were the aging of our veteran population and, again, the economy. The mean age of the Vietnam Veteran is now thirty-three years and that of the World War II Veteran is around sixty. Claims for service-connected disability compensation increased, as did applications for the various classes of veterans and dependents pensions. The Veterans Administration has advised the Town of Needham that benefits paid to town residents in the year 1979 totaled $2,563,000 with slightly more than $1,291,000 of that centered in disability compensation. Program revisions instituted by the Veterans Administration during the year generated considerable increases in the numbers of recipients requiring assistance in filing applications and replying to inquiries. Fifty-six Needham veterans died during the year, with most burials taking place in the town. More than one thousand veterans graves were marked with flags for Memorial Day. The assistance of the local posts of the American Legion and Veterans of Foreign Wars in accomplishing this function was, as always, outstanding.

FY 1981 PROJECTIONS

A continuation of our outreach program in making the citizens of Needham aware of their eligibility for various programs will be carried out. Events in the past year have demonstrated that the safe depository available within this department for separation documents can be a valuable asset. The veterans of Needham are urged to bring their documents to the office for copying and filing. The number of family members who are not aware of the location of these valuable documents when they are needed demonstrates the need for expansion of this program. Since the functions of this department are dictated by statue, no major changes are anticipated. Emphasis on Federal programs, with the resultant savings of local tax dollars, will continue.

Blanche Pilkington, whose services to the town in this department began during World War II, retired this year. The veterans of Needham were always impressed by her cheerful help and her competence as was I. We wish her God Speed, Fair Breezes, and Following Winds.

Minibus

Jane A. Howard, Minibus Coordinator

PURPOSE

The Needham-Mite Minibus travels in hourly fixed loop routes throughout the Town of Needham. It operates from 7:30 a.m. until 6:00 p.m. weekdays, and from 10:00 a.m. until 5:30 p.m. on Saturdays, with no service on Sundays and legal holidays.

BUDGETARY DATA		No. of Employees
Personal Services	$ 4,675	Full-time 0
Expenses	50,321	Part-time 1
Capital Expenses	150	

FY '80 HIGHLIGHTS

During FY '80, the Needham-Mite Minibus carried 139,842 riders during 9478.5 hours of operation with an average of 13.7 riders per vehicle hour. The system continues to meet the needs of the non-drivers. Of the 1980 riders, 55.6% were students and 29.9% were senior citizens.

With the start of the fiscal year, the number of buses was reduced from four to three, and the number of routes was reduced from eight to six. In spite of these reductions, the system carried close to 8,000 more riders in 2,935.25 fewer hours than it did in the previous year.

A new five color Minibus map was designed and delivered to all households in the town. To help reduce the town's expense, limited advertising was utilized and covered over 50% of the cost of printing and distribution.

Fare boxes were purchased by the town and installed in the buses in an effort to improve the reliability of recording fares. Riders now pay their fares as they disembark to help simplify the drivers' record keeping.

FY '81 FORECAST

It will be essential to continue to evaluate this service. The emphasis must always be on balancing effective service with the needs to reduce costs and increase both ridership and revenue.

In an effort to reduce costs, Minibus service will be eliminated on Saturdays during July and August.

A bus token plan will be instituted. Business concerns will be able to purchase tokens from the town. Each business will distribute the tokens to their customers as they wish for promotional purposes. It is hoped that through this plan both ridership and revenue will increase.

Reliability of service will continue to be a primary emphasis during fiscal 1981. As more residents rely upon the Minibus, it becomes even more essential to provide a service upon which everyone can consistently and constantly depend.

Planning Board

Stanley Tippett, Chairman; Norman Homsy, John Cogswell, Stephen Diamond, Ellen Canavan, Thomas Fennessey, Planning Director

PURPOSE

The Planning Board is charged with broad statutory responsibilities to guide the physical growth and development of the Town in a coordinated and comprehensive manner. The Planning Board also reviews all proposed subdivisions of land under the provisions of Chapter 41 and administers the provisions of the Town's Subdivision Regulations and Procedural Rules. All proposals for rezoning of land and all applications for variances and special permits are reviewed in depth by the Planning Board and a recommendation is rendered. A major responsibility of the Planning Board includes maintenance of an up-to-date Master Plan which is used as a guidepost for decisions regarding future development of the Town.

BUDGETARY DATA

		No. of Employees
Personal Services	$33,677	Full-time 1
Expenses	2,600	Part-time 1
Capital Expenses	0	
Total	$36,277	

FY '80 HIGHLIGHTS

Fiscal 1980 proved to be a very active and busy year for the Planning Board. The Board reviewed 35 "Approval Not Required" plans for a determination that the plan does not constitute a subdivision under Chapter 41, M.G.L. Advisory recommendations were transmitted to the Board of Appeals on 35 cases.

Subdivision activity during the year consisted of the approval of a preliminary subdivision of 22 lots adjacent to Grove Street and Charles River Street. Additional information regarding sewerage, drainage, and road layout were requested of the developers prior to the submission of definitive plans.

The Planning Board released 8 lots for building and sale: 3 lots on Meetinghouse Circle, and 5 lots on Castano Court off Hunnewell Street.

The 1980 Annual Town Meeting adopted two amendments to the Town's Zoning Bylaw: a revision to the definition of family, and dimensional controls for certain uses which were formerly exempt from zoning. The Town Meeting also adopted a very important article to fund the preparation of a Town wide Master Plan. The Master Plan will be formulated over a period of a year and a half and will involve extensive citizen participation. Specific proposals resulting from the plan will be brought before Town Meeting for action.

At the joint request of the Town of Needham and the City of Newton, the Metropolitan Area Planning Council has evaluated the traffic flow in the Highland Avenue, Needham Street corridor. A Reconnaissance Report issued in February 1980 made several recommendations as. to possible improvements. These improvements are being actively pursued with officials of the State Department of Public Works.

At the request of the Planning Board, Metropolitan Area Planning Council was engaged to perform an Urban Design Study of Needham Center. The study actively involved members of the Downtown Design Committee.

FY '81 FORECAST

The Planning Board looks forward to being intimately involved in the Master Plan process during FY 81. The Urban Design Study will be thoroughly reviewed, and recommendations will be made for implementation of this study. It is anticipated that several large subdivisions of land will be filed in fiscal 81.

Conservation Commission

Roger B. Hunt, Chairman; Elise Wellington, Elizabeth Anderson, James Colman, James Felkel, John D. Marr, Jr., John Gaffney

PURPOSE

The purpose of the Conservation Commission is to advise the Town in matters pertaining to the management and protection of our natural resources. Under this mandate, the Commission has been concerned with watershed management, preservation of open space, and the development of passive recreational opportunities.

The Commission is also responsible for administering the Massachusetts Wetlands Protection Act (Ch. 131, s.40). This Act requires that anyone wishing to alter an area within 100 feet of a wetland or floodplain must file a notice of intent with the Commission. If the proposed alteration will have significant impact upon public or private water supply, groundwater, flood control, storm damage prevention, or pollution, the Commission must issue an Order of Conditions to safeguard these interests protected by the Act.

BUDGETARY DATA

		No. of Employees
Personal Services	$ 32	Full-time 0
Expenses	2,934	Part-time 0
Capital Expenses	0	
Total	$2,966	

FY '80 HIGHLIGHTS

One of the major accomplishments of the Commission this year was the decision to recommend the purchase of the Foster land. This 30 acre tract will connect Ridge Hill Reservation to the Charles River. Offering great diversity, the property includes high wooded land, a stream, pond, wetlands, and 200 feet of river frontage. Aided by the League of Women Voters and the Ridge Hill Committee, the Commission sponsored a tour of the Foster property for interested townspeople on april 27th. Town Meeting Members responded favorably by voting 191 - 17 in favor of purchasing this land for

conservation and passive recreational purposes. Application to the state Division of Conservation Services for Self-Help funding has been made.

This land acquisition accomplished one of the priorities of the Conservation-Recreation Open Space Master Plan, which the Commission published in May and distributed at Town Meeting. Included in this Plan are maps, available for purchase, which show the Town's open areas, surface water resources, vegetation, geology, and soil areas.

The Board of Selectmen's concern over the cost of maintaining Ridge Hill Reservation led the Commission to make several changes. The Commission decided to open the main house for social functions, and this resulted in 400 additional people using the house for weddings and similar functions. In addition, fees charged to groups using the main house were doubled, and the rental fee for the Pine Street house was raised. In an effort to reduce heating costs, a two-zone heating system has been installed in the main house, and the function rooms in it will be unheated during the winter months. Also, insulation was added to the wall separating the ranger's quarters from the barn. Finally, the Ridge Hill Committee sought suggestions from many town organizations on how the house could be managed so that usage would increase.

The Commission is pleased to report that Ridge Hill has been used more during the past year than in any prior year. Groups involving approximately 6,000 people made reservations to use the facility. 1,795 of these people made use of the main house. Included among these groups are Town agencies which have taken advantage of the unique features which Ridge Hill offers. For instance, the Park and Recreation commission began a series of summer performances here with a flute concert in June. It also sponsored a program on canning and freezing at Ridge Hill as well as the Outdoor Living Day Camp and a cross-country ski clinic. The School Department has used Ridge Hill for their High School geology and biology classes and for the Science Center's nature studies program.

The Ridge Hill Committee has sponsored several programs on conservation related topics at the Reservation. In addition to talks on wildflowers and birds, a talk on wood-burning stoves was held, which was attended by over 60 people. Led by Becky Anderson, the Committee now includes in its membership: Robert Scott, Catherine Farlow, Margaret Lindsay, Frederick Bauman Jr., and new members J. David Tholl, John Marr Jr., Helen Fox and Ann Reed.

Throughout the year Commission members attended meetings held by the Massachusetts Association of Conservtion Commissions, Boston Edison Company, and the Massachusetts Audubon Society.

Concerned about the effect of pesticides on our environment, the Commission requested the Norfolk County Mosquito Control District to discontinue spraying pesticides on Needham's conservation lands without prior authorization from the Commission.

Board of Appeals

Hertz Henkoff, Chairman; Charles Downe, Alexander Zaleski
Not pictured: Warren J. MacDonald, Edward L. McCallum

Any party may petition the Board of Appeals for: 1) a variance from the Zoning By-law, 2) a special permit where required by the Zoning By-law, and 3) a review of the action of the Building Inspector in granting or refusing a permit under the provisions of the Zoning By-law. All matters brought before the Board must be in compliance with the applicable provisions of the General Laws. The Board consists of three members and two associate members, appointed by the Board of Selectmen.

BUDGETARY DATA

		No. of Employees
Personal Services	$2,064	Full-time 0
Expenses	1,791	Part-time 1
Capital Expenses	0	
Total	$3,855	

During the period July 1, 1979 through June 30, 1980 the Board of Appeals convened in 13 sessions to hear 32 applications for variances and special permits and 2 appeals from decisions of the Building Inspector. After hearing and consideration the Board granted the relief requested on 18 applications, denied the relief requested on 9 applications and upheld the 2 decisions of the Building Inspector. Five applicants were granted leave to withdraw.

Under the provisions of the General Laws, all matters must be the subject of a public meeting. The first of two publications of a "Notice of Hearing" must appear in a local newspaper at least fourteen days prior to the date of the hearing. The expense of such advertising is the responsibility of the petitioner and is included in the filing fee mentioned below. If a favorable decision is rendered and filed with the Town Clerk, a notice of such favorable decision is furnished by the Board and after a waiting period of twenty days for appeal purposes has elapsed, the petitioner must record the notice at his expense at the Norfolk Registry of Deeds, Dedham, Mass. before the decision becomes effective. Application forms and Rules of Procedure for hearings may be obtained in the Town Clerk's Office during business hours. Rules of the Board require that a filing fee of fifty dollars for a variance or sixty dollars for a special permit accompanies each application together with four copies of the plot plan. To appeal a decision of the Building Inspector, the filing fee is forty dollars. Applications may be filed in the Office of the Town Clerk.

One important issue heard by the Board on February 26, 1980 was an application for a variance by Dimeo Construction Company to use a parcel of land situated near St. Mary Street and Evergreen Road for 76 multi-family units of elderly and family Turnkey housing to be owned by the Needham Housing Authority. The application was denied.

The Zoning By-law which was amended pursuant to Chapter 808 of the Acts of 1975 has made more explicit the basis on which a variance may be granted so that an applicant for a variance has a more stringent burden of proof in meeting the statutory definition of hardship.

All hearings are normally held in the Town Hall, usually on the third Tuesday evening of each month. All are welcome to attend. Decisions are rendered in accordance with the General Laws of the Commonwealth and by the By-laws of Needham. All decisions of the Board of Appeals are filed with the Town Clerk and are a public record.

As projected in last year's Town Report, the number of hearings necessitated by the Wetlands Protection Act increased significantly. 13 hearings were held in FY '80, evidence of the increasing pressure to build upon wetlands or other land within the jurisdiction of the Act. In other wetland related business, the Commission viewed the preliminary plans of Sun Life Company for development within areas under the jurisdiction of Ch. 131, s.40 and considered two violations of this Act.

The Commission lost two valuable members, James Felkel and Jack Marr. Fortunately, Jack Marr will continue to contribute to the Commission as its Conservation Adviser.

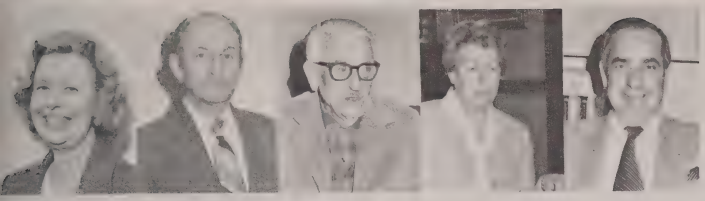
FY '81 PROJECTIONS

The Commission expects that usage of Ridge Hill will continue to increase as the rising cost of gasoline encourages people to pursue recreational activities closer to home.

The increasing amount of the Commission's time consumed by involvement with wetlands protection may indicate the need to hire professional help for the Commission. The pressure on our wetlands may impact upon the Town's water supply and the Commission may encourage the adoption of some kind of aquifer protection zoning.

Other areas in which the Commission may involve itself are indicated by the goals outlined in the Conservation-Recreation Open Space Master Plan.

Historical Commission



Elizabeth Rich, Chairman; Leslie Crumbaker, Raymond Bosworth, Nancy Hartford, Norman Homsy

PURPOSE

The Needham Historical Commission, consisting of five members appointed by the Selectmen, is charged by State Law with certain responsibilities regarding the historical assets of the town. The Commission holds regular monthly meetings and special meetings as necessary to perform its required functions. The meetings are devoted to coordinating Commission activities, since most of the work of the Commission is done in the field by individual members of teams.

BUDGETARY DATA

		No. of Employees
Personal Services	$ 0	Full-time 0
Expenses	697	Part-time 0
Capital Expenses	0	
Total	$697	

FY 1980 HIGHLIGHTS

During this period the Commission's activities were devoted to two of its responsibilities, the completion of the inventory of the town's historic sites and buildings, and the preparation of nominations of some of the town's fine old houses for inclusion in the National Register of Historic Places. Early in the year, the National Register representative inspected local sites and approved the nomination of a number of historic Needham houses. The Commission then proceeded to the process of nomination, which required extensiv research into the architectural and human history of each house. The criteria for nomination are age, architectural distinction, and importance in local, state, or national history. For inclusion in the local inventory less than all three of these will suffice, but for nomination to the National Register all three must be present in some degree. The Commission has completed and forwarded four nominations and is now engaged in the preparation of further nominations. The process is necessarily slow because each nomination requires extensive research and preparation and complete photographic presentation. The normal timelapse between nomination and acceptance or rejection is a year.

FY 1981 FORECAST

The Commission will continue its work in completing the inventory and preparing further nominations to the National Register. It has, also, with the approval of the Selectmen, contracted for the manufacture of appropriate official plaques to be affixed to the buildings and houses already included in the local inventory. These plaques will bear the historic names of the buildings, dates of construction, and the imprint of the Needham Historical Commission. These plaques will, it is hoped, foster an increased awareness of the town's historical assets.

The Historical Commission continues to be grateful to the Public Library and to the Needham Historical Society. Without their help the Commission could not conduct its necessary research. The Commission again expresses its appreciation of the work of its volunteer photographer, Mr. Kenneth Watson. If the Commission succeeds in placing some of the town's old houses on the National Register of Historic Places, its success will be greatly due to his excellent photography. However, the Commission still needs the help of another volunteer, someone who is familiar with the process of tracing ownership at the Norfolk County Registry of Deeds.

Housing Authority

Sidney Dockser, Chairman; Edward Cahalane, Aleda Bailey, Edward Schwartz, Diane Perry Matthews, Dorothy Regan, Executive Secretary

PURPOSE

The Needham Housing Authority administers, operates and maintains 80 units of Commonwealth-aided housing for families and 152 units of Commonwealth-aided housing for elders. The Authority also administers 10 units through the Commonwealth's Rental Assistance Program - Chapter 707.

Within the Federal Rental Assistance Program - Section 8 - the Authority administers 52 units. Of these 52, 10 have been allocated through a Pilot Mobility Program. The Mobility Program encourages a more flexible approach to the housing crunch.

76 units of Federal Turnkey Housing designed by Chisholm-Washington Associates to be developed by DiMeo Construction Company has an anticipated completion date of December 1981.

In 1980, both Commonwealth and Federal income limits for eligibility were increased. These limits are now:

Federal (Gross Income)	Commonwealth (Net Income)
$12,900 — 1 person	$ 8,680
13,950 — 2 persons	9,920
15,700 — 3 persons	11,160
17,450 — 4 persons	12,400
18,550 — 5 persons	13,175
19,600 — 6 persons	13,950

There is an asset limit within the Commonwealth's programs of $15,000. Applications can be obtained at the Housing Authority Office, 164 Linden Street, or by calling 444-3011.

FY '80 HIGHLIGHTS

Rehabilitation of unit interiors has been implemented in concert with an extensive transfer plan to equalize situations of overhousing or under-housing in the family units. Through this rehabilitation, 45 units of elder housing and 30 units of family housing have been turned over by the maintenance staff of the Authority. Work done includes painting, installation of VAT floors in the family units, and sinks/counters where necessary.

Through the Department of Modernization of the Executive Office of Communities and Development, applications have been submitted for participation in energy savings programs. Funds have been approved for conversion of 77 units to gas fuel. On an emergency basis, 3 units have been converted. Statistical information from those converted units shows a savings in fuel costs of nearl 60% year round.

Funding approval has also been received for replacement of roofs and additional

insulation inroofs and ceilings for 72 units of elder housing. 22 units of family housing received new roofs last year.

Lighting in common hallways and exterior entryways in the 5 buildings on Chambers Street was converted to fluorescence. Not only has this made a remarkable improvement in visibility for the residents, it has a pay back period of eight months while substantially reducing electric costs for those fixtures. Washers and dryers were provided in each building on Chambers Street for the convenience of residents who previously had to carry heavy laundry loads to the Community Room.

Effective use of maintenance personnel realized a 600% savings on Material and Contract costs from the previous fiscal year. This was accomplished while improving response to resident maintenance requests on both administrative and job performance levels.

FY '81 PROJECTIONS

Future modernization projects include replacement of heating systems in 72 units of elder housing, reinforcement of eroding land grade, paving streets/sidewalks, and installation of outside mercury lights.

Implementation of a comprehensive preventive maintenance program in development will eliminate the future need for the intensive modernization work underway in the physical plant. Much of the modernization work now required is replacement of equipment and systems that are 30+ years old.

It is the goal of the Members and Staff of the Housing Authority to provide the most effective Resident Services in the year ahead while creating an energy efficient physical plant.

Eaton's Livery in early 1900s was a popular stopping off place for "traveling salesmen" who would leave their horses and wagons while staying in nearby Nehoiden Hotel or peddling their wares. Two regulars were the "Mackerel Man" who sold "fresh" fish for Boston to Needham and the "Ladderman" who sold ladders, brooms, mops and pails. The Eatons owned 23 horses and boarded others. Two horses were permanently hired for road work. Eaton's also rented a Pung with seats and curled dash board rented for sleigh rides and a barge named "Mayflower" hired by the Town to transport elementary children. Pictured above are Tom (horse), Mr. Coulter, Jerry (horse), Henry, Smily Bleakney, Walter Chamberlain, George Baum and Chet Dewing.

CULTURAL & LEISURE SERVICES

Free Public Library

Thomas Harkins, Chairman; Mary Dickert, William Ganick, Robert Hall, Roma Jean Brown, Raymond Bosworth, Deborah Wentworth, Charles Henderson, Vivian McIver, Librarian

PURPOSE

The purpose of the Public Library is to provide information, continuing education, recreation and culture to the entire community. The Public Library serves as a resource center for everyone. Since 1975, the Needham Free Public Library has undertaken to preserve, maintain and collect certain historical public records of the town in its Laura G. Willgoose Archives Room. The Public Library assumes a unique role, one undertaken by no other institution, in that it expresses in a concrete form the cultural, social, political and economic history of society.

As the public library is the only agency supplying books and information to the general public, its two major services are distributing books, magazines, and audio visual materials, and answering questions. To do this adequately, the public library must maintain and develop a collection of books and other materials sufficient to assist individuals in their search for information and to provide these materials in amounts necessary to make the library a dependable source for those who use it for educational, recreational and cultural pursuits. The public library must then organize these materials and make them available so that they are convenient and easy to use. Through the services of the Eastern Regional System, the Needham Public Library and holders of Needham Public Library cards may draw on the resources of the Eastern Regional System.

The Needham Public Library offers the additional services of educating and assisting individuals of all ages in the use of library materials, special services are provided for senior citizens and handicapped persons, volunteer tutors are available for adults with limited reading skills, museum passes are available to the major museums in Boston and vicinity, a variety of programs, such as story-hours, book talks, films & speakers on varied topics are offered during the year.

BUDGETARY DATA

		No. of Employees
Personal Services	$283,310	Full-time 17
Expenses	148,736	Part-time 20
Total	$446,093	

FY 80 HIGHLIGHTS

Major Services – Circulating Books and Other Materials – Books and Audio Visual Materials Circulated:

Main Library (Adult)	226,599
(Juvenile)	89,123
Branch Library	22,261
	337,983

Library owns 122,622 volumes.

Circulation Details:

Magazines, pamphlets	15,456
College catalogs	419
Art prints	2,069
Periodicals (The Library has in its magazine collection 394 titles)	
Breakdown by department -	
Adult Reading	57%
Reference (includes special information, book reviews, professional reading)	14%
Business Reference	16%
Young Adult Room	5%
Children's Room	4%
Gifts (Friends International Center, Family Federal Sav. Bank, others)	7%

Special Services – Circulation:

Talking books and cassettes for legally blind and physically handicapped. (Deposit Collection from Library of Congress and Perkins Institute)	368
(12.5% increase)	
Number on deposit at library	443

Smile Kits & Deaf Kits donated by Friends of the Library for shut-ins & ill children)	47
Books-by-Mail (library mails books to elderly shut-ins) (31% increase)	245
Cassette Players (available from Children's Room) 2 Players circulated	10
Overdue notices sent	14,212
Bills	1,492
Reserves filled (patrons' requests for specific book titles)	3,722

Major Services – Supplying Information:

Reference Department Statistics -	
Questions answered, Adult	20,577
Juvenile	5,868
(6% increase)	26,445
Reference books on overnight loan (10% increase)	779
Museum passes loaned (57.7% increase)	934
People using archival Genealogy Collection (12% increase)	185
Inter-Library Loan - Books borrowed from other libraries (includes microfilm from Federal Records Center and B. U.	388
Books sent to other libraries	125

Instructions on How to Use the Library

During the year, the Reference Supervisor, Young Adult Librarian and Children's Librarian give instruction to adults, students and children on how the library is arranged, how to use basic reference books and the card catalog. More specific instruction on various topics is given upon request.

4 Session Workshop on How to Use Basic Reference Books	4 adults
13 Senior High Classes, Economics, Political Science, History	259 students
1 Class - Technical High School	10 students
3 Junior High English Classes	63 students
23 Classes - Elementary School, 6th, 4th, & 2nd grades	610 students
13 Nursery School Classes	294 children
Visits by Scouts and Brownies	125 children
2 Vacation Bible School Classes	43 children

Catalog Department Statistics:

The Cataloger organizes and classifies materials so that they are available for use.

Books added: Adult	6,134
Juvenile	992
	7,126
Records & Cassettes added	241
Art Prints added	44

Archival Collection: (Laura G. Willgoose Archives Room)
Use of the Library's genealogy and archival collection increased by 12% during Fiscal Year 1980. Cataloged: 150 miscellaneous documents; 569 pictures.

Programs:

LIBRARY TRUSTEES—SPECIAL EVENTS

September 4, 1980 - Trustees presented an outstanding program featuring Mrs. Simone Mathews, celebrated English art historian, lecturer at the Victoria and Albert Museum, London, and instructor at the University of Kent, who gave an illustrated talk on "Art and Architecture of Northern Italy."

December 4, 1979 - Trustees hosted a morning coffee for library volunteers as an expression of their appreciation for the many hours of work given by the volunteers to the library. Mr. Raymond Bosworth, Trustee, spoke on "Needham's Historical Houses and Sites."

January 20, February 8, 9 - Trustees sponsored workshops to train volunteers in the Laubach Method for helping adults and children learn to read and write in English. Currently there is a pressing need to teach people English as a second language, and also to alleviate the increasing problem of illiteracy.

March 30, 1980 - Trustees held a reception in the N.C. Wyeth Room in honor of Mr. Raymond Bosworth who was leaving the Board of Trustees after twenty years of dedicated service. The Trustees appointed Mr. Bosworth, Trustee Emeritus, in recognition of his outstanding record of achievement on behalf of the Public Library.

CHILDREN'S DEPARTMENT—SPECIAL EVENTS

Summer Reading Club 1979 - 392 children enrolled

August 29, 1979 - The Friends of the Library gave an End of Summer Party to children who completed the summer reading program.
The City Stage Company, Boston Center for the Arts, presented comedy skits from Charlie Brown and Winnie-the-Pooh. 95 children attended.

May 1980 - Science Center, Needham Schools, placed an incubator, containing six different kinds of eggs, in the Children's Room. The children watched the eggs hatching and in celebration of the event a party was held with stories and a movie about how chickens grow.

May 1980 - Twenty children enrolled in The Miniature Club met six times over the year to make miniature items for doll houses and ended their program with a tour of ten houses to view doll houses and collections.

CHILDREN'S DEPARTMENT—STORY HOURS, FILM PROGRAMS

	Attendance
102 Pre-School Story Hours	2,274
37 Kindergarten - 6th grade	728
6 Film Programs	385
2 Mini-Series, 3 yr. olds & mothers	60
6 Library Club Meetings	49

ADULT, YOUNG ADULT DEPARTMENTS—FILM PROGRAMS, BOOK TALKS

18 Thursday Noon Movies	717
6 Young Adult Film Programs	54
14 Young Adult Book discussions	52
6 Book Talks by Director	228

FRIENDS OF THE LIBRARY—SPECIAL EVENTS

The Friends of the Needham Library concluded another successful year of Sunday afternoon programs which were well received with standing room only.

"It's A Small World" Series
September 16, 1979 - Guest speaker, Mr. Charles Wyckoff, noted local photographic scientist and member of the Loch Ness research team, spoke about the team's efforts to train dolphins to search for "Nessie" and the problems encountered. Mr. David Hogg, member of the Worcester Kiltie Bank, played the bagpipes. Attendance: 115.

November 11, 1979 - Canadian Consul General, Timothy Williams, spoke on the topic of Canadian-New England special relationships. Attendance: 85.

March 9, 1980 - Mr. Samuel Ussia, President of the Dante Alighieri Society of Mass., discussed the contributions of Italy to music, art and culture. Attendance: 90.

April 13, 1980 - In celebration of National Library Week, Mr. Sidney A. Diamond, in 18th century costume, gave a first-hand account of what it was like to live and work on the waterfront in Boston of 1780. Attendance: 86.

June 29, 1980 - The words wonderful, terrific, and fabulous were heard after Mr. Wendell Davis presented his exciting, multimedia show entitled "Tall Ships on Parade." Mr. Davis, using sophisticated photographic equipment, took pictures from Long Island of the Tall Ships as they sailed into Boston Harbor on May 30th. It was a memorable ending to an outstanding program series. Attendance: 74.

FY 81 FORECAST

The 1980 Town Meeting voted funds to make Handicapped Access Alterations to the Public Library. Construction on the project will start in July, 1980, and should be completed in the early months of 1981. The Trustees and library staff will be making plans for the re-arrangement of the reference and business-reference areas which will give increased space and better service. The entire library will be open and available to those citizens who are now unable to climb stairs. The Trustees and staff are grateful to all Needham citizens for their support and contributions to the library.

CULTURAL & LEISURE SERVICES

Park and Recreation Commission

David Eldridge, Jr., Chairman; Robert Hawes, Gary W. Petrini, Normand L. Provencher, Robert L. Sullivan, Richard Foot, Director

PURPOSE

Charged by State Statute with improving the quality of life for all citizens by providing safe, accessible and healthful recreational opportunities, programming balanced year-round leisure services and activities, and managing community recreation facilities, parkland, and open space for the enjoyment of all, the Needham Park and Recreation Commission is the principal leisure service agency in Needham.

BUDGETARY DATA		No. of Employees
Personal Services	$164,490	Full-time 2
Expenses	46,281	Part-time:
Capital Expenses	---	19.2
Total	$210,771	(full-time equivalent)

FY 80 HIGHLIGHTS

LIFE. BE IN IT., the name being given to an intensive nationwide promotional campaign of the National Recreation and Park Association, was adopted by the Needham Park and Recreation Commission within this fiscal program year in an effort to generate increased public awareness of the value of recreation and leisure in the lives of all. More than just a "fitness campaign" the LIFE. BE IN IT. program characterized the program offerings and philosophy of the municipal recreation department in the past twelve months.

Park and Recreation Commissioners responded to the fiscal challenges of the year with an aggressive management program aimed at increasing user fees and charges while maintaining the level of recreational service in the community. To this end the largest yearly revenue of any of the past years—$79,263—was generated by the Commission, with the assistance of the Program Evaluation and User Fee Study Committee. This revenue represented an increase over the previous fiscal year of over $8,684, substantially reducing the net cost of recreational services to the public.

Entering the home stretch of its first half century of service, the Needham Park and Recreation Commission has expanded in the past year to serve what has become an increasingly recreation-minded community. Department programs attracted citizens of all ages—from toddlers in swimming instruction to senior adults in fitness class. Special needs children and adults participated in year-round recreation programming offered in cooperation with other community agencies.

People "make the difference" in the Needham Park and Recreation Commission programs and services. Impressive numbers of volunteer hours were logged by hundreds of individuals who supported the municipal recreation department. Special acknowledgment is given to the persons who served on the Program Evaluation and User Fee Study Committee, the Permanent Donation Fund Advisory Committee, the Senior Adult leisure Interest Survey Committee, the Rosemary Lake Reclamation and Building Committee, the Conservation Recreation Open Space Master Plan Committee, and the Special Needs Activities Program Committee.

The recreation department catalyzed the formation of the Needham Track Club, and assisted the new community organization in sponsoring a Ten Kilometer Road Race in May. The 6.2 mile road race attracted over 400 entries, and received substantial financial sponsorship from the CentralBank. A new recreational track and field program was offered by the department in the summer with the support of the Needham Track Club.

The Second Season of the Winter Festival of Performing Arts, sponsored by the Park and Recreation Commission and the Needham Council for the Arts and Humanities, featured three outstanding New England performing arts groups on the Newman Junior High School stage. Highlighting the 1980 series were: The Mandala Folk Dance Ensemble, The Boston Shakespeare Company, and the Next Move Theatre. The series was made possible through the generous financial support of the New England Foundation for the Arts and the Mutual Bank for Savings.

With the institution of the Commonwealth's Arts Lottery Law, the Park and Recreation Commission worked closely with the Board of Selectmen in its appointment of five individuals to serve on the community's Arts Lottery Committee.

In celebration of United Nations Month (October), the Park and Recreation Commission was a driving force behind an International Folk Festival organized by the Board of Selectmen and the GFWC Junior New Century Club. Plans were initiated in this fiscal year for a "second generation" United Nations Month Celebration for 1980—a Hunger Walk to raise funds for relief efforts in underdeveloped nations.

Teaming with the Needham Adult Education Department, the Needham Youth Commission and the Needham YMCA, the Park and Recreation Commission initiated planning for EXPO 80, a one-day community festival featuring the educational, recreational and health services in Needham, scheduled for September of 1980.

The publication of a comprehensive community recreation-conservation open space master plan climaxed two years of committee efforts involving members of the Park and Recration Commission and the Conservation Commission.

The Annual Town Meeting approved by overwhelming votes in May, 1980, the appropriation of funds for the provision of handicapped access facilities at Rosemary Lake Swimming Facility, as well as the needed revisions to the spectator area at the municipal swimming facility. Year-long planning and design efforts won the commendation of the Commonwealth's Architectural Barriers Board.

Senior Adult neighborhood discussion groups organized by the Commission produced a variety of program suggestions which were instituted in the community recreation schedule. In addition, the department added several new activities to its program schedule offering programs in "discovering watercolors," gravestone rubbing, photography, noontime performing arts series on the Town Common, a summer playground theatre progam, and expanded year-round performing arts programming, in cooperation with the Arts Council.

Appointments were made by the Park and Recreation Commission to the following agencies:

Council on Aging - Edward Pelletier
Youth Commission - Susan Posner
Crime Watch - Charles S. Rizzo
School Athletic Advisory Committee - Robert E. Hawes
Conservation-Recreation Master Plan Committee - David F. Eldridge, Jr.

In recognition of years of public service, the Needham Park and Recreation Commission commended Charles S. Rizzo (12 years service) and Denton G. Nutter, Jr. (four years service), for their leadership on the Park and Recreation Commission.

FY 81 PROJECTIONS

Changes in the community in such areas as transportation, economy, education, population, energy-consumption, and service delivery will challenge the municipal recreation department in the next decade. As the inflationary spiral continues to reduce the purchasing power of the departmental budget, and while public expenditures contribute to the inflationary pressures, the problems of the stewards of recreational resources is pronounced. The Needham Park and Recreation Commission will endeavor to meet the demand for safe and healthful leisure services and maintain attractive and accessible recreational resources, reflecting the needs of our citizens.

Rosemary Lake Reclamation and Building Committee

PURPOSE

The Annual Town Meeting of May 1, 1978, reaffirmed the purpose of the Rosemary Lake Reclamation and Building Committee, established by vote of the Park and Recreation Commission on November 30, 1970, and amended on March 16, 1971. The Annual Town Meeting action confirmed the function of the committee to "continue study and seek federal or state financial assistance where available through the Park and Recreation Commission and the Board of Selectmen for continuation of the program of reclamation of Rosemary Lake." The Town Meeting vote further authorized the committee to take any action necessary to obtain for the Town partial reimbursement from federal and state sources for such a reclamation effort.

BUDGETARY DATA

		No. of Employees
Personal Services	$ 0	Full-time 0
Expenses	1,004	Part-time 0
Capital Expenses	0	
Total	$1,004	

FY 80 HIGHLIGHTS

Prompted by discussions with state and federal funding sources, the Rosemary Lake Reclamation and Building Committee has decided to table for the present applications for funding of its comprehensive lake reclamation program at Rosemary Lake. The requirement to provide detailed cost estimates by task and preliminary engineering plans for the $760,000 reclamation project would require the expenditure of around $30,000 to meet the requirements as spelled out in the *Federal Register* of February 5, 1980.

In light of the adverse economic situation—spiraling inflation, lack of state and federal funds at this time—the Rosemary Lake Reclamation and Building Committee in concert with the Park and Recreation Commission has agreed to hold in abeyance the development of detailed cost estimates and preliminary engineering plans for the project.

While the eutrophication of the centrally-located water recreation resource will continue in a "slow and insidious" manner each year, the Committee does not anticipate an acceleration of the deterioration of the water quality, which would warrant urgent attention to the reclamation.

The Rosemary Lake Reclamation and Building Committee was comprised of the following persons during fiscal year 1980:

CHAIRMAN, Gary W. Petrini
MEMBERS
Robert Boder
Jean R. Fox
Elinor R. Devlin
Emily K. Hazard
Robert Dickinson
John D. Marr, Jr.
Donna M. Mullin
Donald Robinson
W. Alan Harrington (resigned)
James Felkel (resigned)
Vacancy

FY 81 PROJECTIONS

The Rosemary Lake Reclamation and Building Committee will advance the planning and funding process preparatory to a multi-phase reclamation effort at Rosemary Lake, the community's principal aquatic and outdoor recreation facility. This effort, as conceived to date, will include the following components:

- Dredging of Rosemary Lake;
- Construction of a storm water by-pass;
- Construction of a sedimentation basis;
- Development of a shoreline management program on lake and streams;
- Initiation of a biological substitution program;
- Permanizing the present interim swimming facility.

Finance Committee

J. Darrison Sillesky, Chairman; John Lacy, Donald F. Russell, John McQuillan, Forrest Marsh, Charles Hely, Warner Hartford, Executive Secretary. Not pictured: John Milligan, John Schneider, Sally Levitan.

The Finance Committee is a permanent committee established under the Town By-Laws as an advisory group to Town Meeting and is, therefore, part of the legislative branch of town government. Its nine members are appointed by the Town Moderator, three each year for a term of three years. The committee is assisted by an executive secretary, a part-time permanent town employee.

In its advisory capacity, its primary function is to review, evaluate and make recommendations to Town Meeting on all the operating and capital budgets and all other matters which come before Town Meeting having financial impact. Recommendations are made relative to the merit of the proposal, amount of money to be appropriated and method of raising the required monies. Several other duties have been assigned to the committee by the Town By-Laws or by Town Meeting vote. Among these is the administration of the reserve or contingency fund appropriated by the Town Meeting ($250,000 in Fiscal 1981) to cover any unforeseen deficiencies or emergency situations which may occur between Town Meetings.

To control the balance between the number of employees and the work load of the various departments, it is necessary under the Personnel By-Law that the Finance Committee give approval before any vacant paid appointive town position is filled (except those in the School Department or Glover Memorial Hospital). This staffing control by-law has resulted in the reduction of and more efficient use of personnel. The Finance Committee is often selected as one of the groups requested to appoint a member to a committee voted by Town Meeting.

Committee meetings are held at Town Hall most Tuesday evenings during the year, and are open to the public. During these meetings budgetary goals are set, proposed budgets are reviewed with Department Heads, warrant articles discussed with proponents and interested parties, discussions held with Town policy making boards and the recommendations to Town Meeting voted. These recommendations are published in the Warrant for the Annual Town Meeting.

Needham has a low debt ($2,085,000) and, compared to neighboring towns, a below average tax rate. With the cooperation, ability and efficiency of our Town departments and committees, we expect this favorable position to continue.

BUDGETARY DATA

		No. of Employees
Personal Services	$ 5,218	
Expenses	497	Part-time 2
Reserve Fund	225,000	
Total	$230,715	

FINANCE

Board of Assessors

George D. Krech, Chairman; Andrew Carlin, Herbert Dodge, Philip Gates, Administrative Assessor

PURPOSE

The Board of Assessors has the basic responsibility of establishing the Town's tax base by assigning an assessed value to every parcel of real estate in the Town. (There are about 10,000 of them.) In addition the Assessors place a value on all taxable personal property of business and industry in the Town. As of January 1, 1979, the total assessed value of property, real and personal, in the Town was $332,432,550.

BUDGETARY DATA

Personal Services	$73,069	No. of Employees
Expenses	5,594	Full-time 5
Capital Expenses	182	Part-time 3
Total	$78,845	

FY 80 HIGHLIGHTS

The former Administrative Assessor resigned to accept a similar position in Burlington. After interviewing several applicants, the Board appointed Philip B. Gates as the new Administrative Assessor as of September 1, 1979. Mr. Gates is a resident of Westwood, a member of the Westwood Board of Assessors and an experienced real estate appraiser.

The tax rate for fiscal year 1980 was approved at $57.60 on September 26, 1979, by the Department of Revenue. This was an increase of $1.00 over the previous rate.

In December, 1979, an important and necessary action was taken with the execution of a contract for a revaluation of the Town by System Technology Associates, Inc. of Concord, Massachusetts. All property, both real and personal, will be inspected and reassessed at full and fair cash value. The revaluation will bring Needham's assessments into compliance with a ruling by the Supreme Judicial Court of the Commonwealth of Massachusetts that all cities and towns must maintain their assessments at 100% of full and fair cash value.

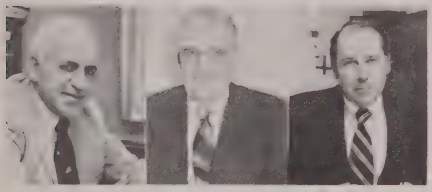
FY '81 FORECAST

The new assessments will be implemented as of January 1, 1981, for the fiscal 1982 tax billing period. When the revaluation work is finished in the Spring of 1981, System Technology Associates, Inc. will mail impact notices to all property owners. Hearings will be arranged for concerned taxpayers to meet with S.T.A. appraisers to discuss their new assessments.

After all adjustments have been completed, the Board of Assessors will review the figures. The 100% assessments will then be submitted to the State Department of Revenue for certification. Upon receiving this certification the Board of Assessors will compute a tax rate for fiscal year 1982.

As in any year, an aggrieved taxpayer may appeal for a review by the local Board of Assessors. If still dissatisfied, he may take his case to the Appellate Tax Board, although historically very few of such cases have been carried that far.

Contributory Retirement Board



James R. Bobillier, Louis Klein, Joseph Carey

PURPOSE

The Needham Contributory Retirement System, an integral part of the State Retirement System, was established under Chapter 32, General Laws of Massachusetts. It is administered by a three-member board consisting of: the Town Comptroller, an Employee elected by the members of the system, and a Taxpayer appointed by the Board of Selectmen. The latter two members serve for three-year terms.

The Retirement Board meetings, on the fourth Thursday of each month, are open to the public. Major functions of the Board include the counseling of employees on their retirement benefits, maintenance of accounting records of all financial transactions, completion of various reports to Federal/State agencies, and the prudent investment of a Portfolio of $7,008,000.

BUDGETARY DATA

Employee Contributions	$607,072		
Less Refunds, ex-employees	188,210	$ 418,862	
Appropriations from Town		1,135,000	
Investment Income		335,971	
Pension Receipts, Other Towns		1,640	
Total Receipts			$1,891,473
Pensions Paid		$1,243,545	
Annuities Paid		140,420	
Pension Payments, Other Towns		18,142	
Survivor Payments		9,090	
Expenses		18,523	
Total Disbursements			1,429,720
Net Increase in Funds			461,753
Total Funds, June 30, 1980			$7,008,623

Number of Employees:
Comptroller 0.3 Bookkeeper 1 Clerical 0.2 Total 1.5

FY 80 HIGHLIGHTS

The firm of Peat, Marwick, Mitchel & Co. audited and verified our Bond Portfolio. The Triennial audit by the Division of Insurance will be conducted in early 1981, and we anticipate as equally favorable a report as that received following their last audit.

CASH MANAGEMENT

The Needham System is ranked in the top ten of all Municipal Systems relative to the average investment yield earned on its assets. During the past year, we took advantage of the higher yields offered on short-term Certificates and money market funds. We also engaged professional investment

unseling services in order to adjust our ortfolio to meet volatile market nditions.

EMBERSHIP

This was a normal year in respect to the mber of employees retiring (28) and the mber of deaths (12). The number of active nployees in the System (855) has been rela-ely stable for several years, but the mber of Retirees/Survivors (335) has creased 10% in the last two years.

Y 81 PROJECTIONS

The national controversy as to whether cial Security should be extended to cover ½ million Government employees involves ry complex issues. At this date, it is impos-ble to predict what legislation, if any, Con-ess may pass in this area. However, there ems to be broad agreement that any exten-on of Social Security coverage which may e legislated would include these features:

(a) those already receiving retirement enefits under Municipal plans will not be ffected in any way.

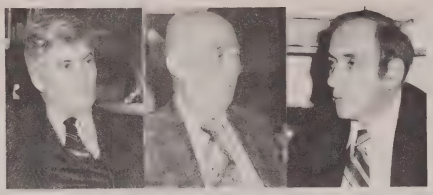
(b) Grandfather clauses would exempt ose employees who are within several ears of retirement.

(c) A combination Social Security and Municipal Pension Package offering equal, not better, benefits than are currently vailable.

In its efforts to provide maximum service o employees and citizens, the Board wel-omes inquiries and/or suggestions.

The Kingsbury Block, the oldest commercial tructure in Needham, was built in 1887 by Dr. A.D. Kingsbury, a local physician and usinessman, was destroyed by fire on July , 1980. Early occupants included P.E. Riley, Manufacturer and Dealer of Cigars; W.R. Foster, Clothing and Shoes; J.A. Sul-ivan's, Drugstore and Apothecary. Old-ime Needham residents still occupying the uilding when it burned were its owner, Louis Stevens and his Fruit and Variety Store, and Burgess Warne Drugstore.

Commissioners of Trust Funds



Robert Cutts, Chairman; Gerald Swartz, Alden Eberly

The Commissioners of Trust Funds are elected to fill a three year term. They are responsible for investing all of the bequests to the town. The Commissioners meet monthly or more often if necessary. They review the investments and meet regularly with the Town Treasurer and other officials.

The citizens of Needham continue to benefit from generous gifts to Glover Memorial Hospital, the Public Library, Park and Recreation Commission, Council on Aging, Scholarships, and the Cemetery. In behalf of the Town, the Commissioners express their gratitude to these generous donors.

During 1980, the Commissioners authorized the expenditure of trust funds for the extensive renovation of Glover Memorial Hospital. The Permanent Donation Fund to the Hospital was used up for this very necessary work. There was an overall decline in trust funds under supervision. However, substantial interest was earned on funds invested in the Massachusetts Municipal Depositors Fund.

A complete accounting of the Trust Funds is included in the audit information found in the financial section of this report.

Department of Finance

Bruce Young, Finance Director; Joseph Carey, Comptroller; Julio Farullo, Treasurer and Tax Collector; Robert W. Burke, Data Processing Manager

Float in the 1911 Bicentennial Trades Parade of the Wye Brothers which made ladies Scotch gloves, mittens and silk gloves and then added a variety of athletic goods, well known "Great Dane" sweaters and "aquatic garments."

Peat, Marwick, Mitchell & Co.

Certified Public Accountants

One Boston Place
Boston, Massachusetts 02108

The Board of Selectmen
Town of Needham, Massachusetts:

We have examined the financial statements of the Town of Needham, Massachusetts as listed in the accompanying table of contents. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

As described in note 1, the financial statements have been prepared on the basis of accounting practices prescribed by the Commonwealth of Massachusetts Department of Revenue. These practices differ in many respects from generally accepted accounting principles as described in note 2. Accordingly, the accompanying financial statements are not intended to present financial position and results of operations in conformity with generally accepted accounting principles.

In our opinion, the aforementioned financial statements present fairly the financial position of the various accounts of the Town of Needham, Massachusetts at June 30, 1980, and the results of operations of such accounts for the year then ended in conformity with accounting practices prescribed by the Commonwealth of Massachusetts on a basis consistent with that of the preceding year.

The supplementary data included in schedules 1 to 3 are not necessary for a fair presentation of the financial statements, but are presented as additional analytical data. The supplementary data have been subjected to the tests and other auditing procedures applied in the examination of the financial statements mentioned above and, in our opinion, are fairly stated in accordance with the aforementioned basis of accounting in all material respects only when considered in conjunction with the financial statements taken as a whole.

Peat, Marwick, Mitchell & Co.

October 14, 1980

TOWN OF NEEDHAM, MASSACHUSETTS
Condensed Balance Sheets
June 30, 1980

Assets and Other Debits	General Accounts	Special Revenue Accounts	Deferred Revenue Accounts	Trust and Investment Accounts	Debt Accounts
Cash	$ 5,355,637	569,124	—	551,857	—
Investments, at cost which approximates market	1,000,000	—	—	164,900	—
Property taxes receivable — delinquent	389,967	—	—	—	—
Apportioned assessments not due	—	—	163,008	—	—
Other receivables	2,483,611	—	—	—	—
Due from General Accounts	—	—	—	6,831	—
Total Assets	9,229,215	569,124	163,008	723,588	—
Other debits:					
Net funded or fixed debt	—	—	—	—	2,085,000
Budgeted revenues — 1981	32,312,264	—	—	—	—
Loans authorized (note 4)	599,000	—	—	—	—
	$ 42,140,479	569,124	163,008	723,588	2,085,000
Liabilities, Reserves, Fund Balances and Other Credits					
Accounts payable and other liabilities	$ 538,960	—	—	—	—
Serial bonds payable (note 5)	—	—	—	—	2,085,000
Due to Trust and Investment accounts	6,831	—	—	—	—
Total Liabilities	545,791	—	—	—	2,085,000
Reserves:					
Revenue reserved until collected	2,448,494	—	—	—	—
Appropriation balances	411,709	—	—	—	—
Receipts reserved for appropriation	445,743	—	—	—	—
Other	368,945	—	—	—	—
Total Reserves	3,674,891	—	—	—	—
Fund balances	3,273,661	18,557	163,008	723,588	—
Other credits:					
Budgeted appropriations — 1981	34,047,136	550,567	—	—	—
Loans authorized and unissued (note 4)	599,000	—	—	—	—
Commitments and contingencies (note 6)					
	$ 42,140,479	569,124	163,008	723,588	2,085,000

See accompanying notes to financial statements.

FINANCE

TOWN OF NEEDHAM, MASSACHUSETTS
GENERAL ACCOUNTS
Balance Sheet
June 30, 1980

Assets and Other Debits		
Cash		$ 5,355,637
Investments, at cost which approximates market		1,000,000
Taxes receivable – delinquent		
Personal property	$ 64,458	
Real estate	325,509	
Total taxes receivable-delinquent		389,967
Other receivables:		
Motor vehicle excise	749,459	
Water	89,018	
Tax titles and possessions	6,066	
Aid to highways	45,830	
Hospital	1,394,709	
Other departmental	72,071	
Other	91,341	
Total other receivables		2,448,494
Miscellaneous		35,117
Total assets		9,229,215
Other debits:		
Budgeted revenues – 1981 (note 1)	32,312,264	
Loans authorized (note 4)	599,000	
Total other debits		32,911,264
		$ 42,140,479

Liabilities, Reserves, Fund Balance and Other Credits		
Liabilities:		
Accounts Payable	$ 478,290	
Payroll deductions	23,689	
Other	36,981	
Due to Trust and Investment Accounts	6,831	
Total Liabilities		$ 545,79
Reserves:		
Reserve for encumbrances	36,914	
Revenue reserved until collected	2,448,494	
Continued appropriations	415,709	
Receipts reserved for appropriation	441,743	
Federal and state grants (note 3)	74,483	
Tailings	33,482	
Revolving funds	17,010	
Overlays	204,559	
Other	2,497	
Total reserves		3,674,89
Fund balance:		
Surplus revenue		3,273,66
Total		7,494,34
Other credits:		
Budgeted appropriations - 1981 (note 1)	34,047,136	
Loans authorized and unissued (note 4)	599,000	
Total other credits		34,646,13
		$ 42,140,47

See accompanying notes to financial statements.

GENERAL ACCOUNTS
Statement of Revenues, Expenditures, Encumbrances and Continued Appropriations – Budget vs. Actual
Year ended June 30, 1980

	Budget	Actual	(Over) Under Budget
venues:			
Property taxes:			
Personal property	$ 751,637	752,484	(847)
Real estate	18,396,478	18,398,471	(1,993)
Overlay	(400,415)	(400,415)	—
Motor vehicle excise	1,633,293	2,412,694	(779,401)
Glover Memorial Hospital	6,100,000	7,033,646	(933,646)
Water rates and services	900,000	899,543	457
State grants and distributions	3,007,346	2,969,274	38,072
Interest	320,000	648,057	(328,057)
Betterments	74,000	46,281	27,719
Other	235,105	482,651	(247,546)
Total revenues	31,017,444	33,242,686	(2,225,242)
penditures, encumbrances d continued appropriations:			
General government administration	1,052,947	1,037,306	15,641
Finance	616,410	607,506	8,904
Education	13,381,160	13,346,856	34,304
Public safety	3,156,284	3,124,979	31,305
Public facilities	2,774,397	2,740,494	33,903
Human services	7,005,505	6,981,633	23,872
Development	48,993	43,796	5,197
Cultural/leisure services	648,656	631,975	16,681
Pensions & employee benefits	2,117,109	2,112,210	4,899
Maturing debt and interest	901,614	901,568	46
State & county assessments	1,935,744	1,935,744	—
Total expenditures, encumbrances and continued appropriations	33,638,819	33,464,067	174,752
Excess of expenditures, encumbrances and continued appropriations over (under) revenues	$ 2,621,375	221,381	(2,399,994)

ee accompanying notes to financial statements.

GENERAL ACCOUNTS
Statement of Changes in Surplus Revenue
Year ended June 30, 1980

alance, July 1, 1979		$ 2,737,207
Add:		
Excess of prior year encumbrances and continued appropriations closed during the year over actual expenditures	5,663	
Excess of actual over budgeted revenues	2,225,242	
Excess of budgeted over actual appropriations	174,752	
Taxes in litigation receipts	5,063	
	5,147,927	
Deduct:		
Appropriations for fiscal year 1981 (note 1)	1,547,768	
Appropriations for fiscal year 1980	321,375	
Additions to tax titles	622	
Prior years' adjustments, net	4,501	
	1,874,266	
Balance, June 30, 1980		$ 3,273,661

See accompanying notes to financial statements.

SPECIAL REVENUE ACCOUNTS
Balance Sheet
June 30, 1980

Assets	
Cash	$ 569,124
Appropriations and Fund Balance	
Appropriations	$ 550,567
Fund balance, unappropriated	18,557
	$ 569,124

See accompanying notes to financial statements.

SPECIAL REVENUE ACCOUNTS
Statement of Revenues, Expenditures and Changes in Fund Balance
Year ended June 30, 1980

	Budget	Actual
Revenues:		
Entitlement	$ 392,085	392,085
Interest	—	63,372
Total	392,085	455,457
Expenditures:		
Police – personal services	161,715	161,715
Fire – personal services	213,285	213,285
Total	375,000	375,000
Excess of revenues over expenditures	$ 17,085	80,457
Increase in 1981 budgeted appropriations over 1980 budgeted appropriations		(175,567)
Fund balance, July 1, 1979		113,667
Fund balance, June 30, 1980		$ 18,557

See accompanying notes to financial statements.

TRUST AND INVESTMENT ACCOUNTS
Statement of Cash Transactions and Fund Balances
For the year ended June 30, 1980

	Fund Balances	Receipts			Fund Balances June 30, 1980		
Hospital funds:	July 1, 1979	Principal	Interest	Disbursements	Expendable	Non-Expendable	Total
Glover Memorial Hospital Permanent Donation	$ 184,650	39,700	14,571	147,767	91,154	—	91,154
Horace A. Carter	3,415	—	268	—	2,683	1,000	3,683
William H. Carter	5,858	—	463	—	1,321	5,000	6,321
Helen De M. Dunn	157,109	—	15,691	44,487	128,313	—	128,313
T. Otis Fuller Free Bed	15,522	—	1,474	—	9,996	7,000	16,996
Adeline E. Harris	407	—	23	—	330	100	430
Langdon R, Hooper Hospital Library	361	—	21	—	382	—	382
Edward Lyon Free Bed	13,058	—	1,068	—	9,126	5,000	14,126
Mary J. Millette	17,621	—	1,704	—	19,325	—	19,325
Dr. William Mitchell	1,808	—	163	—	1,971	—	1,971
Mary E. Moseley Free Bed	9,962	—	823	—	10,785	—	10,785
Gertrude S. Queen	12,257	—	1,626	—	13,883	—	13,883
Agnes H. Regan Hospital Loan	71,373	—	5,624	—	76,997	—	76,997
Dr. J. Walter Schirmer	20,363	—	2,194	—	22,557	—	22,557
Gertrude Sidell	1,263	—	94	—	357	1,000	1,357
Thomas Sutton	4,362	—	345	—	3,707	1,000	4,707
John B. Walker	9,864	—	1,192	—	11,056	—	11,056
Francis W. Whitney Memorial	4,490	—	519	—	5,009	—	5,009
Samuel H. Wragg	13,800	—	1,509	—	15,309	—	15,309
Total Hospital funds	547,543	39,700	49,372	192,254	424,261	20,100	444,361
School funds:							
Walter D. Burke Scholarship	1,061	—	72	200	72	861	933
Dwight School	5,901	—	542	—	443	6,000	6,443
Minot B. MacDonald	937	—	62	—	999	—	999
William G. Moseley Scholarship	5,564	—	438	500	1,212	4,290	5,502
John C. Wood High School Library	2,875	100	210	530	405	2,250	2,655
Derwood A. Newman	—	5,000	572	—	572	5,000	5,572
Total School funds	16,338	5,100	1,896	1,230	3,703	18,401	22,104
Library funds:							
Martha Ann Barr	480	—	33	—	13	500	513
Helen De M. Dunn	2,729	—	280	94	2,915	—	2,915
Greenwood	11,695	—	1,121	—	334	12,482	12,816
Needham Public Library Permanent Donation	1,464	671	115	671	1,579	—	1,579
Laura Willgoose	101,188	—	9,393	4,830	105,751	—	105,751
William H. Wye	1,207	—	105	—	312	1,000	1,312
Total Library funds	118,763	671	11,047	5,595	110,904	13,982	124,886
Miscellaneous funds:							
Mary Virginia Hill	1,029	—	71	—	600	500	1,100
Needham Cemetery	1,756	—	131	—	887	1,000	1,887
Needham Council on Aging Permanent Donation	321	22	17	360	—	—	—
Needham Military Band, Inc.	2,040	—	251	—	—	2,291	2,291
Needham Park and Recreation	1,098	604	154	—	1,856	—	1,856
John B. Tolman	79,479	—	4,522	5,743	8,258	70,000	78,258
Conservation Commission	42,724	54	5,667	1,600	46,845	—	46,845
Total Miscellaneous funds	128,447	680	10,813	7,703	58,446	73,791	132,237
	$ 811,091	46,151	73,128	206,782	597,314	126,274	723,588

See accompanying notes to financial statements

DEFERRED REVENUE ACCOUNTS
Balance Sheet
June 30, 1980

Assets

Apportioned assessments not due:	
Sewer:	
Mains	$ 36,468
House connections	88,141
Street	38,399
	$ 163,008

Deferred Revenue

Apportioned assessments revenue due in:	1981	1982	1983 to 1998	Total
Sewer:				
Mains	$ 7,877	5,651	22,940	36,468
House connections	16,518	15,418	56,205	88,141
Street	7,164	7,164	24,071	38,399
	$ 31,559	28,233	103,216	163,008

See accompanying notes to financial statements.

DEFERRED REVENUE ACCOUNTS
Statement of Changes in Deferred Revenue
Year ended June 30, 1980

	Sewers			
	Mains	House Connections	Street	Total
Deferred revenue, July 1, 1979	$ 36,796	88,596	21,843	147,235
Add:				
Assessments	14,674	20,865	25,773	61,312
	51,470	109,461	47,616	208,547
Deduct:				
Added to taxes	14,137	19,008	7,720	40,865
Paid in advance	865	2,312	1,497	4,674
Total deductions	15,002	21,320	9,217	45,539
Deferred revenue, June 30, 1980	$ 36,468	88,141	38,399	163,008

See accompanying notes to financial statements.

TRUST AND INVESTMENT ACCOUNTS
Balance Sheet
June 30, 1980

Assets

Cash	$ 551,857
Investments, at cost which approximates market	164,900
Due from General Accounts	6,831
	$ 723,588
Fund balances:	
Appropriated	$ 1,599
Unappropriated	721,989
	$ 723,588

See accompanying notes to financial statements.

DEBT ACCOUNTS
Balance Sheet
June 30, 1980

Amount to be Provided

Net funded or fixed debt:	
Inside debt limit	$ 1,820,000
Outside debt limit	265,000
	$ 2,085,000

Liabilities

Serial bonds payable (note 5)	
Inside debt limit:	
Public service enterprise	1,820,000
Outside debt limit:	
Public service enterprise	35,000
Schools	230,000
Total outside debt limit	265,000
	$ 2,085,000

See accompanying notes to financial statements.

NOTES TO FINANCIAL STATEMENTS

(1) Summary of Significant Accounting Policies

The accompanying financial statements are prepared in accordance with the accounting practices prescribed by the Uniform Municipal Accounting System (Uniform System) promulgated by the Commonwealth of Massachusetts Department of Revenue. The significant accounting policies presented below vary in many respects from accounting practices prescribed by generally accepted accounting principles. A summary of the significant differences is presented in Note 2.

(a) Fund Accounting

Financial transactions of the Town are recorded in the following accounts:

General Accounts — An accounting for most general government revenues and expenditures not properly accounted for in other prescribed accounts.

Special Revenue Accounts — An accounting for Revenue Sharing program grants received by the Town.

Deferred Revenue Accounts — An accounting for special assessments revenue due in future years.

Debt Accounts — An accounting for long-term debt outstanding to be repaid in future years.

Trust and Investment Accounts — An accounting for trust funds received and accepted by vote of the Town.

(b) Revenue Recognition

Real estate and personal property tax levies are recorded as revenue in amounts equal to the total taxes levied less reserves for abatements. There are no provisions for possible uncollectible taxes. At the time tax titles are taken, however, Surplus Revenue is reduced by the

amount of the uncollected taxes. Revenue from the redemption of tax titles is credited to Surplus Revenue.

Federal grant revenues, except for amounts received under the Revenue Sharing program and certain state grant revenues, are recorded in General Accounts balance sheet reserve accounts as received in cash. Authorized expenditures related to the receipts are charged to the applicable reserve accounts. (See note 3).

Certain amounts (including parking meter and sewer receipts) are recorded as receipts reserved for appropriation in the General Accounts balance sheet as received in cash. Such receipts are recorded as revenue when approved for expenditures by vote of Town Meeting.

Most state grants and distributions and all other General Accounts revenues are recorded as revenue when received in cash. Accounts receivable balances (except for real estate and personal property taxes receivable) are fully offset by a reserve entitled revenue reserved until collected.

(c) Expenditures and Appropriation Balances

Expenditures are recorded principally on the basis of cash disbursements. Cash disbursements made during the fifteen days immediately following the close of each fiscal year which are related to the prior year are recorded as accounts payable at year-end.

Appropriation balances are carried forward to the extent authorized primarily through special articles (i. e., not ordinary operating expenses) voted upon by Town Meeting and to permit liquidation of applicable outstanding bills and encumbrances in the succeeding fiscal year.

(d) Budgeted Revenues and Budgeted Appropriations – 1981

Budgeted revenue and budgeted appropriations were established for 1981 by the Annual Town Meeting. Available funds of $1,734,872 used to balance the budget for 1981 were provided as follows:

Receipts reserved for appropriation	$ 25,606
Trust fund transfers	1,599
Overlay surplus	159,899
Free cash	1,547,768
	$1,734,872

(2) Generally Accepted Accounting Principles

The significant differences between the accounting practices prescribed by the Uniform System and the requirements of generally accepted accounting principles are as follows:

(a) Fund Accounting

Generally accepted accounting principles (GAAP) require the segregation and reporting of all financial transactions into eight types of funds and two groups of accounts. Financial transactions for the following types of activities are presently accounted for in the Town's General Accounts:

State and Federal grant proceeds (except for Revenue Sharing program entitlements) and other revenues restricted as to use by law or other grantor imposed conditions. Under GAAP such revenues would be accounted for in Special Revenue Funds.

The accounting for the hospital and water department. Under GAAP such activities would be accounted for in Enterprise Funds.

Special assessments revenues and costs incurred in completing special assessment capital improvement projects. Under GAAP all special assessments activity would be accounted for in Special Assessment Funds.

Costs and financing proceeds for capital improvement projects. Under GAAP capital improvement projects financed by proceeds of long-term debt issues would be accounted for in Capital Project Funds.

Under GAAP the Town would also be required to establish a General Fixed Asset Group of Accounts to provide historical cost information for property, plant and equipment owned. Such information is not required by the Uniform Syatem.

(b) Revenue Recognition

GAAP requires the use of the modified accrual basis of accounting in the General Fund, Special Revenue Funds and Capital Project Funds and the use of the accrual basis of accounting in all other funds.

(c) Pension Plan

The Town participates in a contributory retirement system that is partially funded by employee contributions. The retirement system covers all municipal employees except school teachers, whose pensions are paid by the Commonwealth. The Town's annual contributions (pension expense) to the retirement system ($1,303,389), including $152,799 for non-contributory pensions and $20,832 for operating expenses, for the year ended June 30, 1980) are determined on a pay-as-you-go basis by the Commonwealth's Division of Insurance and are estimates of pensions actually payable during an accounting period. Under GAAP, annual pension expense is a measure of the future retirement benefits earned by employees during an accounting period. It is probable that annual provisions for pension expense under GAAP (based upon an actuarial valuation of the plan and amortization of the unfunded past service cost over a reasonable future period) would be substantially higher than annual amounts provided under the present pay-as-you-go method. For the year ended June 30, 1980 the Town also contributed $175,000 as an additional contribution to the system to fund the unfunded actuarial liability.

The Massachusetts Retirement Law Commission established the unfunded actuarial liability of the contributory retirement system applicable to the Town of Needham to be approximately $23,141,000 on January 1, 1979 (the latest available estimate). No estimated unfunded actuarial liability is available for the non-contributory system.

(3) Federal and State Grants

Activity in Federal and state grants accounts for the year ended June 30, 1980 is summarized as follows:

Grant balances, July 1, 1979	$ 63,664
Proceeds of grants	539,095
Expenditures, primarily for special education	528,276
Grant balances, June 30, 1980	$ 74,483

(4) Loans Authorized

A summary of loans authorized and unissued is as follows:

Library remodeling	$325,000
School remodeling	100,000
Rosemary Lake swimming pool remodeling	29,000
Conservation land purchase	145,000
	$599,000

(5) Long-term Debt

Serial bond issues outstanding at June 30, 1980 bear interest at rates ranging between 3.2% and 4.75% with a weighted average of 4.55%. Outstanding debt matures during subsequent fiscal years as follows:

1981	$ 445,000
1982	120,000
1983	120,000
1984	100,000
1985	100,000
1986 - 1997	1,200,000

See note 4 for a description of debt issues which have been authorized by Town Meeting.

The Town has grants receivable from the School Building Assistance Bureau (SBAB) of $97,046, due in 1981, to defray debt service costs related to $230,000 of school bonds outstanding. The unpaid balances of the grants are subject to annual appropriation by the State Legislature. During 1980, the Town received grants of $228,362.

The Town is a member of the Metropolitan District Commission (MDC), the Massachusetts Bay Transportation Authority (MBTA), and is situated in Norfolk County. Aggregate net costs of service, including debt service requirements, are assessed to the Town and other members of these entities in accordance with various formulae. The following summary sets forth the long-term debt of each entity at June 30, 1980, the estimated share of such debt being serviced by the Town and the total assessment, including debt service charge, paid by the Town for 1980.

	Outstanding Debt	Needham's Estimated Share	Needham's Assessment
Metropolitan Dist. Comm.:			
Water	$118,371,000	3.60%	$88,519
Sewerage	98,227,000	1.28	318,608
Parks	67,333,000	2.62	546,285
Mass. Bay Transportation Auth.	340,250,000	0.51	387,082
Norfolk County	8,290,000	6.73	502,980

Additionally, the Town joined the Minuteman School District on July 1, 1980 and will be assessed a share of debt service costs of the District starting with fiscal year 1982. Outstanding debt of the District was approximately $6,700,000 at June 30, 1980.

(6) Commitments and Contingencies

See note 5 for a discussion of commitments by the Town to the MDC, MBTA, Norfolk County, and Minuteman School District.

At present, there are numerous cases pending in various courts throughout the Commonwealth where the Town of Needham is a defendant. In the opinion of Town Counsel, none of this pending litigation is likely to result, either individually or in the aggregate, in final judgments against the Town that would materially affect its financial position.

GENERAL ACCOUNTS
Statement of Appropriations and Expenditures
Year ended June 30, 1980

Schedule 1

	Appropriations continued from FY 1979	Current Appropriations	Transfers and Receipts	Less: Continued Appropriations to FY 1981	Total Available for Expenditure	Expenditures: Disbursements	Expenditures: Ending Encumbrances	Expenditures: Total	Unexpended Returned To Surplus
SUMMARY									
Education	5,607	13,159,659	141,501	23,841	13,282,926	13,238,461	9,924	13,248,385	34,539
General Government Administration	16,054	1,541,607	150,010	5,164	1,702,507	1,681,703	—	1,681,703	20,805
Finance	5,885	3,248,812	(252,349)	158,696	2,843,652	2,823,493	11,000	2,834,493	9,156
Community Safety	1,400	3,500,073	31,211	1,400	3,531,284	3,495,155	4,825	3,499,980	31,304
Public Works and Facilities	106,742	2,750,989	23,408	112,391	2,768,748	2,731,672	3,174	2,734,846	33,902
Human Services	94,407	6,745,177	260,328	89,728	7,010,184	6,986,313	—	6,986,313	23,871
Planning and Community Development	16,460	48,993	—	16,002	49,451	43,834	420	44,254	5,197
Cultural and Leisure Services	30,208	644,327	4,329	8,488	670,376	646,756	6,939	653,695	16,681
Grand Totals	$276,763	$31,639,637	$358,438	$415,709	$31,859,128	$31,647,387	$36,282	$31,683,669	$175,455
GENERAL GOVERNMENT ADMINISTRATION									
Board of Selectmen									
Salaries	$ —	$ 94,247	$ —	$ —	$ 94,247	$ 93,326	$ —	$ 93,326	$ 921
Telephone Expenses	—	33,050	—	—	33,050	32,948	—	32,948	102
Expenses	5,000	43,200	8,777	—	56,977	56,977	—	56,977	—
Town Meeting Expenses	—	9,191	—	—	9,191	7,123	—	7,123	2,068
Capital Outlay	—	2,620	—	—	2,620	2,123	—	2,123	497
Travel Out of State	—	310	—	—	310	108	—	108	202
Miscellaneous									
General Insurance	—	207,904	17,066	—	224,970	224,917	—	224,917	53
Employee Group Insurances	—	674,670	(36,000)	—	638,670	633,814	—	633,814	4,856
Workmen's Compensation Self Insurance	2,127	103,000	110,449	—	215,576	215,576	—	215,576	—
Property and Casualty Self Insurance	4,579	5,000	—	2,811	6,768	6,768	—	6,768	—
Uniform Services Medical Payments	1,779	15,000	—	1,853	14,926	14,926	—	14,926	—
Street Lighting	—	160,000	37,878	—	197,878	197,878	—	197,878	—
Unemployment Comp'n.	—	30,000	(5,000)	—	25,000	22,935	—	22,935	2,065
Ambulance Services - A5, STM '79	2,569	0	—	—	2,569	2,260	—	2,260	309
Space Needs Comm. - A24, '79	—	500	—	500	—	—	—	—	—
	$ 16,054	$ 1,378,692	$133,170	$ 5,164	$ 1,522,752	$ 1,511,681	$ —	$ 1,511,681	$11,071
Town Clerk									
Salaries	—	$ 35,062	$ —	$ —	$ 35,062	$ 35,062	$ —	$ 35,062	$ —
Expenses	—	2,750	—	—	2,750	2,486	—	2,486	264
Travel Out of State	—	125	—	—	125	125	—	125	—
Board of Registrars									
Salaries	—	20,438	—	—	20,438	19,886	—	19,886	552
Expenses	—	18,100	340	—	18,440	18,422	—	18,422	18
Tellers and Canvassers	—	12,850	1,500	—	14,350	13,822	—	13,822	528
Capital Outlay	—	1,065	—	—	1,065	1,065	—	1,065	—
	—	$ 90,390	$ 1,840	—	$ 92,230	$ 90,867	—	$ 90,867	$ 1,363
Legal									
Salaries	—	$ 13,336	—	—	$ 13,336	$ 13,336	—	$ 13,336	—
Expenses	—	5,550	—	—	5,550	5,379	—	5,379	$ 171
Special Fees	—	20,000	$ 15,000	—	35,000	30,617	—	30,617	4,383
	—	$ 38,886	$ 15,000	—	$ 53,886	$ 49,333	—	$ 49,333	$ 4,553
Personnel									
Salaries	—	$ 29,164	—	—	$ 29,164	$ 26,138	—	$ 26,138	$ 3,026
Expenses	—	4,475	—	—	4,475	3,684	—	3,684	791
	—	$ 33,639	—	—	$ 33,639	$ 29,822	—	$ 29,822	$ 3,817
Total General Government Administration	$16,054	$1,541,607	$150,010	$ 5,164	$1,702,507	$1,681,703	—	$1,681,703	$20,804

FINANCE

Schedule 1

GENERAL GOVERNMENT FINANCE	Appropriations continued from FY 1979	Current Appropriations	Transfers and Receipts	Less: Continued Appropriations to FY 1981	Total Available for Expenditure	Expenditures: Disbursements	Expenditures: Ending Encumbrances	Expenditures: Total	Unexpended Returned To Surplus
Assessors									
Salaries	—	$ 75,927	$ (2,000)	—	$ 73,927	$ 73,069	—	$ 73,069	$ 858
Expenses	—	9,200	—	—	9,200	5,595	1,700	7,295	1,905
Travel Out of State	—	500	—	—	500	388	—	388	112
Capital Outlay	—	500	—	—	500	182	—	182	318
Revaluation, A13 - '77	$ 4,741	—	—	—	4,741	4,583	—	4,583	158
Revaluation, A33 - '79	—	230,000	—	$155,958	74,042	74,042	—	74,042	—
	$ 4,741	$ 316,127	$ (2,000)	$155,958	$ 162,910	$ 157,859	$1,700	$ 159,559	$3,351
Director of Finance									
Salaries	—	$ 26,524	$ (7,500)	—	$ 19,024	$ 18,537	—	$ 18,537	$ 487
Financial Consultant	—	5,000	—	—	5,000	—	5,000	5,000	—
Expenses	—	1,000	—	—	1,000	562	—	562	438
Capital Outlay	—	300	—	—	300	242	—	242	58
	—	$ 32,824	$ (7,500)	—	$ 25,324	$ 19,341	$5,000	$ 24,341	$ 983
Comptroller									
Salaries	—	$ 51,137	—	—	$ 51,137	$ 49,048	—	$ 49,048	$2,089
Expenses	—	8,037	—	—	8,037	8,037	—	8,037	—
	—	$ 59,174	—	—	$ 59,174	$ 57,085	—	$ 57,085	$2,089
Treasurer and Tax Collector									
Salaries	—	$ 71,731	—	—	$ 71,731	$ 69,617	—	$ 69,617	$2,114
Expenses	—	19,950	—	—	19,950	19,488	—	19,488	462
Capital Outlay	—	5,400	—	2,738	2,662	2,662	—	2,662	—
Debt Service Principal	—	785,000	—	—	785,000	785,000	—	785,000	—
Debt Service Interest	—	115,414	—	—	115,414	115,414	—	115,414	—
Temporary Loan Interest	1,144	5,000	$ (3,800)	—	2,344	2,298	—	2,298	46
Blake St. Charges, A4-'79	—	148	—	—	148	148	—	148	—
	$ 1,144	$1,002,643	$ (3,800)	$ 2,738	$ 997,249	$ 994,626	—	$ 994,626	$2,622
Data Processing									
Salaries	—	$ 71,277	—	—	$ 71,277	$ 71,276	—	$ 71,276	$ 1
Expenses	—	43,510	—	—	43,510	39,201	4,300	43,501	9
	—	$ 114,787	—	—	$ 114,787	$ 110,477	$4,300	$ 114,777	$ 10
Finance Committee									
Salaries	—	$ 5,138	$ 81	—	$ 5,219	$ 5,219	—	$ 5,219	—
Expenses	—	500	—	—	500	497	—	497	2
Reserve Fund	—	225,000	(224,950)	—	50	—	—	—	50
	—	$ 230,638	$(224,869)	—	$ 5,769	$ 5,716	—	$ 5,716	$ 53
Retirement Board									
Salaries	—	$ 18,782	—	—	$ 18,782	$ 18,782	—	$ 18,782	—
Expenses	—	2,050	—	—	2,050	2,050	—	2,050	—
Pension Payments									
Contributory	—	1,128,187	—	—	1,128,187	$1,128,187	—	1,128,187	—
Non-Contributory	—	165,000	(12,201)	—	152,799	152,750	—	152,750	50
Haddock & McLeod	—	3,600	(1,979)	—	1,621	1,621	—	1,621	—
Past Services									
Funding Reserve	—	175,000	—	—	175,000	175,000	—	175,000	—
	—	$1,492,619	$(14,180)	—	$1,478,439	$1,478,389	—	$1,478,389	$ 50
Total General Government Finance	$ 5,885	$3,248,812	$(252,349)	$158,696	$2,843,652	$2,823,493	$11,000	$2,834,493	$9,156
COMMUNITY SAFETY									
Police Department									
Salaries	—	$1,064,615	$(17,025)	—	$1,047,590	$1,047,590	—	$1,047,590	—
Overtime Salaries	—	186,242	14,000	—	200,242	196,355	—	196,355	$3,887
Education and Career Incentive	—	13,275	(1,000)	—	12,275	10,750	—	10,750	1,525
In Service Training	—	26,980	—	—	26,980	22,908	—	22,908	4,072
Capital Outlay	—	49,709	(2,500)	—	47,209	47,186	—	47,186	23
Travel Out of State	—	500	—	—	500	406	—	406	94
Auto Maintenance	—	47,475	10,000	—	57,475	57,096	—	57,096	379
Building Maintenance	—	18,745	—	—	18,745	18,705	—	18,705	40
Communications	—	22,490	(3,000)	—	19,490	19,471	—	19,471	19
Operating Expenses	—	18,350	(1,000)	—	17,350	16,713	—	16,713	637
Signal System	—	1,000	—	—	1,000	300	—	300	700
Uniforms	—	16,450	—	—	16,450	14,967	—	14,967	1,483

(continued next page)

Schedule 1

Community Safety, continued	Appropriations continued from FY 1979	Current Appropriations	Transfers and Receipts	Less: Continued Appropriations to FY 1981	Total Available for Expenditure	Expenditures: Disbursements	Expenditures: Ending Encumbrances	Expenditures: Total	Unexpended Returned To Surplus
Crime Check Committee	—	500	—	—	500	—	—	—	500
Animal Control	—	1,200	(500)	—	700	208	—	208	492
F. B. I. Academy	—	1,000	—	—	1,000	690	—	690	310
	—	$1,468,531	(1,025)	—	$1,467,506	$1,453,346	—	$1,453,346	$14,160
Fire Department									
Salaries	—	$1,390,468	$15,138	—	$1,405,606	$1,405,606	—	$1,405,606	—
Overtime	—	386,939	12,749	—	399,688	399,688	—	399,688	—
Education and Career Incentive	—	30,502	—	—	30,502	27,325	—	27,325	$3,177
In Service Training	—	37,987	—	—	37,987	36,978	—	36,978	1,009
Capital Outlay	—	11,654	—	—	11,654	6,605	$4,825	11,431	223
Travel Out of State	—	400	—	—	400	—	—	—	400
Building Maintenance	—	22,200	—	—	22,200	22,200	—	22,200	—
Equipment and Supplies	—	34,650	—	—	34,650	24,750	—	24,750	9,900
Service Expenses	—	6,400	—	—	6,400	6,398	—	6,398	2
Equipment Maintenance	—	15,600	4,317	—	19,917	19,773	—	19,773	144
	—	$1,936,800	$32,204	—	$1,969,004	$1,949,324	$4,825	$1,954,149	$14,855
Civil Defense									
Salaries	—	$ 1,500	—	—	$ 1,500	$ 1,500	—	$ 1,500	—
Expenses	—	13,324	—	—	13,324	13,125	—	13,125	$ 199
	—	$ 14,824	—	—	$ 14,824	$ 14,625	—	$ 14,625	$ 199
Building Department									
Salaries	—	$ 72,692	—	—	$ 72,692	$ 71,072	—	$ 71,072	$1,620
Expenses	—	1,545	—	—	1,545	1,528	—	1,528	17
Capital Outlay	—	562	32	—	594	594	—	594	—
	—	$ 74,799	32	—	$ 74,831	$ 73,194	—	$ 73,194	$1,637
Sealer of Weights and Measures									
Salaries	—	$ 3,969	—	—	$ 3,969	$ 3,969	—	$ 3,969	—
Expenses	—	1,150	—	—	1,150	697	—	697	453
	—	$ 5,119	—	—	$ 5,119	$ 4,666	—	$ 4,666	$ 453
Public Safety Committee A37 - '79	$ 1,400	—	—	$ 1,400	—	—	—	—	—
Total Community Safety	$ 1,400	$3,500,073	$31,211	$ 1,400	$3,531,284	$3,495,155	$4,825	$3,499,980	$31,304
PUBLIC WORKS AND FACILITIES									
Administration									
Salaries	—	$ 80,975	—	—	$ 80,975	$ 80,974	—	$ 80,974	1
Expenses	—	4,300	—	—	4,300	4,293	—	4,293	7
Travel Out of State	—	1,500	—	—	1,500	1,500	—	1,500	—
	—	$ 86,775	—	—	$ 86,775	$ 86,767	—	$ 86,767	$ 8
Engineering									
Salaries	—	$ 161,388	$(11,000)	—	$ 150,388	$ 148,285	—	$ 148,285	$2,103
Expenses	—	5,175	—	—	5,175	4,750	—	4,750	425
	—	$ 166,563	$(11,000)	—	$ 155,563	$ 153,035	—	$ 153,035	$2,528
Garage and Equipment									
Salaries	—	$ 105,451	$(7,000)	—	$ 98,451	$ 97,186	—	$ 97,186	$1,265
Expenses	—	70,620	—	—	70,620	70,615	—	70,615	5
Equipment Replacement	—	52,936	—	—	52,936	52,936	—	52,936	—
Overtime Salaries, Snow & Emergency	—	—	3,074	—	3,074	2,846	—	2,846	228
	—	$ 229,007	$(3,926)	—	$ 225,081	$ 223,583	—	$ 223,583	$1,498
Highway Division									
Salaries	—	$ 356,167	$(12,000)	—	$ 344,167	$ 340,981	—	$ 340,981	$3,186
Salaries, Parking Meters	—	9,000	—	—	9,000	7,823	—	7,823	$1,177
Expenses	—	218,044	35,000	—	253,044	252,801	—	252,801	243
Overtime Salaries, Snow & Emergency	—	—	8,458	—	8,458	8,393	—	8,393	65
Expenses, Snow & Emergency	—	—	50,000	—	50,000	50,000	—	50,000	—
Reconstruction of Various Ways, A14 - '79	—	5,000	—	4,979	21	21	—	21	—

(Continued next page)

FINANCE

Schedule 1

Public Works and Facilities, continued	Appropriations continued from FY 1979	Current Appropriations	Transfers and Receipts	Less: Continued Appropriations to FY 1981	Total Available for Expenditure	Expenditures: Disbursements	Expenditures: Ending Encumbrances	Expenditures: Total	Unexpended Returned To Surplus
Reconstruction of Various Ways, A15 - '78	$4,401	—	—	880	3,520	3,520	—	3,520	—
Newman Parking Lot, A27 - '77	9,046	—	—	—	9,046	9,046	—	9,046	—
Resurface D.P.W. Area, A13 - '78	3,190	—	—	—	3,190	3,190	—	3,190	—
Roof Repair, D.P.W. Bldg., A14 - '78	1,454	—	—	—	1,454	1,454	—	1,454	—
Webster St. Traffic Signal, A13 - '79	—	25,000	—	25,000	—	—	—	—	—
Disposal Area Expansion A24 - '77	4,138	—	—	—	4,138	4,138	—	4,138	—
Disposal Area Receiving and Recycling, A19-'79	—	150,000	—	18,071	131,929	131,929	—	131,929	—
Chapter 765, A35 - '73	3,186	—	—	—	3,186	3,186	—	3,186	—
Chapter 365, A11 - '79	—	—	106,736	—	106,736	106,736	—	106,736	—
Central Ave. Construction A12 - '78	2,948	—	—	—	2,948	2,948	—	2,948	—
Solid Waste Disposal Committee, A43 - '78	82	—	—	—	82	82	—	82	—
	$28,445	$ 763,211	$188,194	$48,930	$ 930,920	$ 926,250	—	$ 926,250	$4,670
Park Division									
Salaries	—	$ 249,745	$(18,327)	—	$ 231,418	$ 231,418	—	$ 231,418	—
Expenses	—	79,449	—	—	79,449	78,817	—	78,817	$ 632
Capital Outlay	—	25,000	—	$17,338	7,662	7,662	—	7,662	—
Snow Emergency - Overtime Salaries	—	—	4,820	—	4,820	3,798	—	3,798	1,022
Canterbury Lane Subdivision	—	—	4,000	4,000	—	—	—	—	—
	—	$ 354,194	$ (9,507)	$21,338	$ 323,349	$ 321,695	—	$ 321,695	$1,654
Sewer Division									
Salaries	—	$ 300,864	$(24,000)	—	$ 276,864	$ 275,577	—	$ 275,577	$1,287
Expenses	—	48,133	—	—	48,133	48,120	—	48,120	13
House Connections	—	10,000	—	—	10,000	10,000	—	10,000	—
Snow & Emergency - Overtime Salaries	—	—	6,229	—	6,229	6,213	—	6,213	16
Storm Drains A18 - '78	$2,489	—	—	—	2,489	2,489	—	2,489	—
Storm Drains A16 - '79	—	17,760	—	—	17,760	17,760	—	17,760	—
Alden Road Pump A27 - '77	4,967	—	—	—	4,967	4,967	—	4,967	—
Sewer Mains A15 - '79	—	10,800	—	—	10,800	10,800	—	10,800	—
	$ 7,456	$ 387,557	$(17,771)	—	$ 377,242	$ 375,926	—	$ 375,926	$1,316
Water Division									
Salaries	—	$ 278,263	$ (5,000)	—	$ 273,263	$ 268,489	—	$ 268,489	$4,774
Expenses	—	187,419	—	—	187,419	184,608	2,000	186,608	811
Main Extensions	—	40,000	—	—	40,000	39,789	189	39,978	22
Snow Emergency - Overtime Salaries	—	—	12,418	—	12,418	12,414	—	12,414	4
Water Main Relay - A19 - '78	$27,352	—	—	—	27,352	27,261	91	27,352	—
Water Main Relay - A17 - '79	—	40,000	—	$13,062	26,938	26,938	—	26,938	—
Standpipe Painting A18 - '79	—	37,000	—	—	37,000	29,899	—	29,899	7,101
Charles River Station A2 - '74 STM	13,414	—	—	13,414	—	—	—	—	—
Charles River Station A33 - '73	1,529	—	—	762	767	767	—	767	—
Corrosion Control A29 - '77	14,884	—	—	14,884	—	—	—	—	—
	$57,179	$ 582,682	$ 7,418	$42,123	$ 605,156	$ 590,165	$2,279	$ 592,444	$12,712
Snow & Emergency									
Overtime Salaries	—	$ 50,000	$(50,000)	—	—	—	—	—	—
Expenses	—	70,000	(70,000)	—	—	—	—	—	—
	—	$ 120,000	$(120,000)	—	—	—	—	—	—

Schedule 1

	Appropriations continued from FY 1979	Current Appropriations	Transfers and Receipts	Less: Continued Appropriations to FY 1981	Total Available for Expenditure	Expenditures: Disbursements	Expenditures: Ending Encumbrances	Expenditures: Total	Unexpended Returned To Surplus
Minibus Service									
Salaries	—	$ 4,675	—	—	$ 4,675	$ 4,675	—	$ 4,675	—
Expenses	—	1,925	—	—	1,925	1,023	$ 895	1,918	7
Bus Contract	$13,662	54,400	(10,000)	—	58,062	48,553	—	48,553	9,509
	$13,662	$ 61,000	$(10,000)	—	$ 64,662	$ 54,251	$ 895	$ 55,146	$9,516
Total Public Works and Facilities	$106,742	$2,750,989	$23,408	$112,391	$2,768,748	$2,731,672	$3,174	$2,734,846	$33,902
HUMAN SERVICES									
Glover Memorial Hospital									
Salaries	—	$4,173,529	$(20,000)	—	$4,153,529	$4,140,342	—	$4,140,342	$13,186
Expenses	—	1,937,795	270,000	—	2,207,795	2,207,793	—	2,207,793	2
Capital Outlay	$45,523	210,000	6,328	$71,002	190,850	190,850	—	190,850	—
Travel Out of State	—	3,000	—	—	3,000	2,271	—	2,271	729
New Addition Projects A2 - '76 STM	48,883	—	—	18,726	30,157	30,157	—	30,157	—
	$94,407	$6,324,324	$256,328	$89,728	$6,585,331	$6,571,414	—	$6,571,414	$13,917
Public Health									
Salaries	—	$ 104,066	—	—	$ 104,066	$ 102,549	—	$ 102,549	$1,517
Capital Outlay	—	810	—	—	810	810	—	810	—
Travel Out of State	—	300	—	—	300	94	—	94	206
Expenses	—	9,325	—	—	9,325	8,178	—	8,178	1,147
Garbage Removal	—	69,000	—	—	69,000	68,900	—	68,900	100
Hospitalization	—	500	—	—	500	—	—	—	500
Mental Health Program	—	55,188	—	—	55,188	55,188	—	55,188	—
Mentally Retarded Program	—	8,400	—	—	8,400	8,400	—	8,400	—
Dental Health - Salaries	—	10,151	—	—	10,151	9,292	—	9,292	859
Dental Health - Expenses	—	5,075	—	—	5,075	4,607	—	4,607	468
	—	$ 262,815	—	—	$ 262,815	$ 258,018	—	$ 258,018	$4,797
Veterans' Services									
Salaries	—	$ 15,213	$(1,000)	—	$ 14,213	$ 14,212	—	$ 14,212	$ 1
Expenses	—	600	—	—	600	547	—	547	53
Benefits	—	35,000	5,000	—	40,000	38,655	—	38,655	1,345
	—	$ 50,813	$ 4,000	—	$ 54,813	$ 53,415	—	$ 53,415	$1,398
Youth Commission									
Salaries	—	$ 66,676	—	—	$ 66,676	$ 64,453	—	$ 64,453	$2,223
Expenses	—	8,040	—	—	8,040	7,993	—	7,993	47
	—	$ 74,716	—	—	$ 74,716	$ 72,446	—	$ 72,446	$2,270
Council on Aging									
Salaries	—	$ 25,159	—	—	$ 25,159	$ 23,681	—	$ 23,681	$1,478
Expenses	—	7,350	—	—	7,350	7,339	—	7,339	11
	—	$ 32,509	—	—	$ 32,509	$ 31,020	—	$ 31,020	$1,489
Total Human Services	$94,407	$6,745,177	$260,328	$89,728	$7,010,184	$6,986,313	—	$6,986,313	$23,871
PLANNING AND COMMUNITY DEVELOPMENT									
Planning Board									
Salaries	—	$ 34,761	—	—	$ 34,761	$ 33,678	—	$ 33,678	$1,083
Expenses	—	2,600	—	—	2,600	2,600	—	2,600	—
Technical Assistance	—	1,500	—	—	1,500	—	—	—	1,500
Travel Out of State	—	400	—	—	400	—	—	—	400
M. B. T. A. Planning A10 - '74 STM	$ 9,614	—	—	$ 9,614	—	—	—	—	—
M. B. T. A. Planning A2 - '79 STM	4,607	—	—	4,149	458	458	—	458	—
	$14,222	$ 39,261	—	$13,764	$ 39,719	$ 36,736	—	$ 36,736	$2,983
Conservation Commission									
Salaries	—	$ 150	—	—	$ 150	$ 32	—	$ 32	$ 118
Expenses	—	3,675	—	—	3,675	2,934	—	2,934	741
	—	$ 3,825	—	—	$ 3,825	$ 2,967	—	$ 2,967	$ 858
Board of Appeals									
Salaries	—	$ 2,947	—	—	$ 2,947	$ 2,063	—	$ 2,063	$ 884
Expenses	—	2,260	—	—	2,260	1,791	—	1,791	469
	—	$ 5,207	—	—	$ 5,207	$ 3,854	—	$ 3,854	$1,353

FINANCE

Schedule 1	Appropriations continued from FY 1979	Current Appropriations	Transfers and Receipts	Less: Continued Appropriations to FY 1981	Total Available for Expenditure	Expenditures: Disbursements	Expenditures: Ending Encumbrances	Expenditures: Total	Unexpended Returned To Surplus
Historical Commission	—	$ 700	—	—	$ 700	$ 277	$ 420	$ 697	$ 3
Low Income Housing A38 - '79	$ 2,238	—	—	$ 2,238	—	—	—	—	—
Total Planning and Community Development	$16,460	$ 48,993	—	$16,002	$ 49,451	$ 43,834	$ 420	$ 44,254	$5,197
CULTURAL AND LEISURE SERVICES									
Library									
Salaries	—	$ 277,158	—	—	$ 277,158	$ 274,467	—	$ 274,467	$2,691
Bindings	—	1,600	—	—	1,600	1,246	—	1,246	354
Books and Periodicals	—	80,000	—	—	80,000	75,365	$4,405	79,770	229
Building Maintenance	—	31,525	—	—	31,525	29,714	400	30,114	1,411
Expenses	—	21,958	—	—	21,958	20,802	1,122	21,924	33
Capital Outlay	—	750	—	—	750	—	728	728	23
Branch - Salaries	—	10,420	—	—	10,420	8,843	—	8,843	1,577
Branch - Rent	—	3,600	—	—	3,600	3,575	—	3,575	25
Branch - Book Transportation	—	1,080	$ 225	—	1,305	1,305	—	1,305	—
Branch - Periodicals	—	925	—	—	925	755	—	755	170
Branch - Utilities	—	1,363	400	—	1,763	1,646	—	1,646	117
Repairs to Roof A2 - '79 STM	$ 8,400	—	—	—	8,400	8,400	—	8,400	—
Renovation Plans A3 - '79 STM	13,320	—	—	—	13,320	13,320	—	13,320	—
	$21,720	$ 430,379	$ 625	—	$ 452,724	$ 439,438	$6,655	$ 446,093	$6,632
Recreation Department									
Salaries	—	$ 157,093	$ 3,704	—	$ 160,797	$ 160,786	—	$ 160,786	$ 11
Expenses	—	54,305	—	—	54,305	44,956	$ 284	45,241	9,064
Engineering Services	—	2,000	—	—	2,000	1,040	—	1,040	960
Bikeway System, A33 - '76	$ 8,488	—	—	$ 8,488	—	—	—	—	—
	$ 8,488	$ 213,398	$ 3,704	$ 8,488	$ 217,102	$ 206,783	$ 284	$ 207,067	$10,035
Memorial Park	—	$ 550	—	—	$ 550	$ 535	—	$ 535	$ 15
Total Cultural and Leisure Services	$30,208	$ 644,327	$ 4,329	$ 8,488	$ 670,376	$ 646,756	$6,939	$ 653,695	$16,681
EDUCATION									
Public Schools									
Salaries	—	$10,993,243	$(52,744)	—	$10,940,499	$10,907,510	—	$10,907,510	$32,989
Administration	—	38,800	6,034	—	44,834	44,815	—	44,815	18
Instruction	—	495,659	—	—	495,659	493,378	$1,934	495,313	346
Other School Services	—	66,927	(1,500)	—	65,427	63,947	1,403	65,350	77
Cafeteria Assistance	—	30,000	(30,000)	—	—	—	—	—	—
Pupil Transportation	—	254,470	1,711	—	256,181	256,158	—	256,158	23
Operation of Facilities	—	812,335	173,000	—	985,335	985,253	—	985,253	82
Community Services	—	45,000	—	—	45,000	45,000	—	45,000	—
Acquisition of Fixed Assets	—	32,725	—	—	32,725	25,852	6,586	32,438	287
Tuitions	—	220,000	50,000	—	270,000	269,744	—	269,744	256
Travel Out of State	—	8,000	—	—	8,000	7,961	—	7,961	39
Summer School	—	5,000	(5,000)	—	—	—	—	—	—
Capital Outlay	—	100,000	—	$13,486	86,514	86,514	—	86,514	—
Vocational Education	—	50,000	—	—	50,000	49,928	—	49,928	72
Newman Outdoor Education, A67 - '70	$ 839	—	—	823	16	16	—	16	—
School Committee Consultants, A1 - '71 STM	1,652	—	—	1,652	—	—	—	—	—
Future School Needs Committee	236	—	—	—	236	—	—	—	236
Future School Needs Committee, A36 - '79	—	5,000	—	5,000	—	—	—	—	—
Future School Needs Consultants, A2 - '71 STM	2,880	—	—	2,880	—	—	—	—	—
Indemnity Insurance, A32 - '79	—	2,500	—	—	2,500	2,385	—	2,385	115
Total Education	$ 5,607	$13,159,659	$141,501	$23,841	$13,282,926	$13,238,461	$9,924	$13,248,385	$34,539

GENERAL ACCOUNTS – Revenues – Budget vs. Actual
Year ended June 30, 1980

Schedule 2

	Budget	Actual	Actual (Over) Under Budget
Property taxes:			
Personal property	$ 751,637	752,484	(847)
Real estate	18,396,478	18,398,471	(1,993)
Overlay	(400,415)	(400,415)	—
Net property taxes	18,747,700	18,750,540	(2,840)
Motor vehicle excise	1,633,293	2,412,694	(779,401)
Glover Memorial Hospital	6,100,000	7,033,646	(933,646)
Water rates and services	900,000	899,543	457
State grants and distributions:			
Abatements to veterans, widows and others	62,565	48,555	14,010
Veterans' benefits	15,619	14,503	1,116
MBTA fringe communities	50,400	50,400	—
Lottery, beano and ticket sales	500,679	524,542	(23,863)
Highway fund	318,826	321,658	(2,832)
Tuition for state wards	4,474	—	4,474
School transportation	125,234	80,280	44,954
School building assistance	228,362	228,362	—
Special needs recreation	3,530	3,317	213
School aid – Chapter 70	1,655,322	1,655,322	—
Public libraries	11,226	11,226	—
Prior year over estimates - State & County assessments	31,109	31,109	—
Total state grants and distribution	3,007,346	2,969,274	38,072
Interest on investments	320,000	648,057	(328,057)
Betterments	74,000	46,281	27,719
Other:			
Trust fund transfers	3,267	3,267	—
Payments in lieu of taxes	380	17,880	(17,500)
Licenses	5,000	10,811	(5,811)
Fines	19,000	80,655	(61,655)
General government	18,020	18,859	(839)
Protection of persons and property	5,000	69,452	(64,452)
Health and sanitation	3,000	5,962	(2,962)
Highway department	70,000	103,352	(33,352)
School department	5,000	11,617	(6,617)
Library	15,000	18,384	(3,384)
Recreation	50,000	79,319	(29,319)
Interest and demand charges	—	11,618	(11,618)
Transfers from receipts reserved for appropriation:			
Sewer receipts	10,800	10,800	—
Parking meter receipts	18,000	18,000	—
Dog license receipts	6,310	6,310	—
Miscellaneous	6,328	16,365	(10,037)
Total other	235,105	482,651	(247,546)
Total revenues	$ 31,017,444	33,242,686	(2,225,242)

DEBT ACCOUNTS – Serial Bonds Payable – June 30, 1980

Schedule 3

Description	Original Amount	Interest rate	Date of issue	Date of Maturity	Balance June 30, 1979	Additions	Retirements	Balance June 30, 1980
Inside debt limit:								
Sewer bonds	$ 150,000	1.75%	12/01/49	12/01/79	$ 5,000	—	5,000	—
Municipal land & buildings:								
Library addition bonds	400,000	3.40	12/01/59	12/01/79	20,000	—	20,000	—
Public service enterprise:								
Glover Mem. Hospital addition	915,000	3.20	10/01/65	10/01/80	120,000	—	60,000	60,000
Glover Mem. Hospital addition	2,120,000	4.75	5/01/77	5/01/87	1,880,000	—	120,000	1,760,000
Total inside debt limit					2,025,000	—	205,000	1,820,000
Outside debt limit:								
School:								
Hillside School addition	700,000	3.40	9/01/59	9/01/79	35,000	—	35,000	—
Newman Junior High addition	2,300,000	3.25	8/01/60	8/01/79	120,000	—	120,000	—
Senior High School addition	2,400,000	3.20	10/01/65	10/01/80	320,000	—	160,000	160,000
Wm. F. Pollard Jr. High add'n.	1,600,000	6.20	12/01/69	12/01/79	160,000	—	160,000	—
William Carter School	100,000	3.90	2/01/71	2/01/81	140,000	—	70,000	70,000
Public service enterprise:								
Water bonds	300,000	4.20	9/01/72	9/01/80	70,000	—	35,000	35,000
Total outside debt limit					845,000	—	580,000	265,000
Total serial bonds payable					$ 2,870,000	—	785,000	2,085,000

REFERENCE

Town Officers

ELECTED

MODERATOR
Richard P. Melick

SELECTMEN
Norman P. Jacques, '81
Henry D. Hersey, '81
Marcia M. Carlton, '82
Francis A. Facchetti, '82
H. Phillip Garrity, Jr., '83

TOWN CLERK
Rose O. Mackenzie, '81

ASSESSORS
George Krech, chmn., '81
Andrew M. Carlin, '82
Herbert L. Dodge, '83

SCHOOL COMMITTEE
Daniel P. Matthews, chmn., '82
Blair Wentworth, '81
Walter Wright, '81
Lida Eisenstadt, '82
Carol Boulris, '83
Joan W. Swartz, '83
John Carroll, '83

PARK AND RECREATION COMMISSION
David Eldridge, chmn., '81
Gary W. Petrini, '82
Robert E. Hawes, '82
Normand L. Provencher, '83
Robert L. Sullivan, '83

TRUSTEES OF MEMORIAL PARK
Robert C. Dawson, chmn., '83
Frederick F. Muir, '81
Robert W. Chalue, '82
Arthur M. Tiernan, Jr., '82
Roger D. Goodwin, '83

PLANNING BOARD
Stanley Tippett, chmn., '85
Norman A. Homsey, '81
John H. Cogswell, '82
Ellen M. Canavan, '83
Stephen M. Diamond, '84

BOARD OF HEALTH
John D. Fernald, chmn., '83
Bruce A. Thayer, '81
Ruth Bauer, '82

HOUSING AUTHORITY
Sidney Dockser, chmn., '81
Edward S. Schwartz, '81
Diane P. Matthews, '83
Edward S. Cahalane, '84
Aleda Bailey, '85

COMMISSIONERS OF TRUST FUNDS
Robert W. Cutts, chmn., '82
Gerald Swartz, '81
Alden Eberly, '83

TRUSTEES OF PUBLIC LIBRARY
Thomas M. Harkins, chmn., '81
Deborah Wentworth, '81
Robert D. Hall, '81
Mary H. Dickert, '82
William H. Ganick, '82
Roma Jean Brown, '83
Charles Henderson, '83

CONSTABLES
John F. Harkins, '81
Frank J. Reinhardt, Jr., '81

APPOINTED BY THE SELECTMEN

EXECUTIVE SECRETARY
Harold W. Noble

TREASURER AND TAX COLLECTOR
Julio J. Farulla

DIRECTOR OF FINANCE
Bruce R. Young

MEASURER OF WOOD AND BARK
Arthur Coughlin

SEALER OF WEIGHTS AND MEASURES
John J. Gill

TOWN COMPTROLLER
Joseph P. Carey

DIRECTOR OF PUBLIC WORKS
Robert A. MacEwen

TOWN ENGINEER AND ASST. DIRECTOR OF PUBLIC WORKS
John D. Marr, Jr.

DIVISION SUPERINTENDENTS:
GROUNDS - John F. Cusick
HIGHWAYS - Robert J. Lanigan
WATER - Bruce E. Nagler
SEWERS - Lawrence Nigro

POLICE CHIEF
Louis Roman

TRUANT OFFICER
Stanley Bielski

DOG OFFICER
Harry E. Greenlaw

FIRE CHIEF
SUPERINTENDENT OF FIRE ALARM
FOREST WARDEN
Charles M. Bellomo

DIRECTOR OF CIVIL DEFENSE
Julius T. Fedel

DISTRICT DIRECTOR VETERANS' SERVICES
Terence W. McGuire, Jr.

INSPECTOR OF BUILDINGS
John C. Rosenfeld

INSPECTOR OF WIRING
Donald B. Griffin
Joseph Holden, Substitute
Robert M. Rhynd, Substitute

INSPECTOR OF PLUMBING AND GAS
Chester E. Bosselman
Andrew Brown, Substitute

DEPUTY CUSTODIAN OF PUBLIC BUILDINGS
John W. Allen

MINIBUS COORDINATOR
Jane A. Howard

TRUSTEES OF GLOVER HOSPITAL
William Gorham, chmn., '84
Leon B. Levitan, '81
Marjorie Clifford, '81
David B. Ellis, '81
Edward L. Davis, '82
Stephen J. Kennedy, '82
Philip F. Mulvey, '82
Robert R. Popeo, '82
Helen Krawiecki, '82
Michael Heffernan, '83
John K. Benson, '84

GLOVER MEMORIAL HOSPITAL
(appointed by the Trustees)
Stephen L. Barrett, Administrator
Paul J. Hurley, Assistant Administrator
Nancy Laffey, Director of Nursing
Gerald Placido, Purchasing Agent

DATA PROCESSING ADVISORY BOARD
Robert W. Burke
Richard A. Davis
John B. Glore
Joanne Morse, chmn.
Edward R. Ruddy
George M. Shannon, Jr.
Frederick M. Tirrell
Bruce R. Young

REGISTRARS OF VOTING
John W. Day, chmn.
Barbara Doyle
Rose O. Mackenzie
Mary J. McCarthy

BOARD OF APPEALS
Charles E. Downe, chmn.
Hertz N. Henkoff
Warren J. MacDonald
Edward L. McCallum
Alexander Zaleski

CONSERVATION COMMISSION
(Article 76, 3/63)
Roger B. Hunt, chmn., '82
John Gaffney, '81

Elizabeth Anderson, '82
Elise Wellington, '82
James M. Colman, '83
George F. Haskell, '83
Robert C. Davis, '83

SOLID WASTE DISPOSAL STUDY COMMITTEE
(Article 73 of 1966, last continued by vote of Article 46, 1977)
Richard L. Malconian, chmn.
William A. Cross
Robert A. MacEwen
Ronald L. Morrison
Elise B. Wellington
Phillip M. Wiggin
Barbara Popper

HISTORICAL COMMISSION
(Article 9, Special Town Meeting, 10/76)
Elizabeth Rich, chmn., '82
Norman Homsey, '80
Leslie Crumbaker, '81
Raymond Bosworth, '81
Nancy Hartford, '82

APPOINTED BY THE MODERATOR

FINANCE COMMITTEE
Darrison J. Sillesky, chmn., '81
Donald Russell, '80
John Milligan, '81
John Schneider, '81
John Lacy, '82
Charles Hely, '82
Forrest Marsh, '82
John McQuillan, '82
Sally Levitan, '83
Warner Hartford, Exec. Secy.

CAPITAL EXPENDITURES BUDGET PROGRAMMING
John Cogswell, Planning Board
Edward Murphy, Finance Committee
Constance Setian, Finance Committee
Stanley Tippett, Planning Board
Philip Trussell, Finance Committee

PERSONNEL BOARD
David R. Donald, chmn., '81
Arthur J. Lewis, '81
Paul H. Attridge, '82
John H. Davis, '83
Peter B. Finn, '83

APPOINTED BY BOARD OF HEALTH

HEALTH OFFICER & INSPECTOR OF MILK
Robert Heustis

PUBLIC HEALTH NURSES
Gladys A. Wetmore
Nina H. Acherman

SANITARIAN & DEPUTY INSPECTOR OF MILK
Melvin A. Zabar

RECORDER OF COMMUNICABLE DISEASES: BURIAL PERMIT AGENT
Florence Volk

DENTIST (Dental Clinic)
Dr. Kurt Baum

DENTAL HYGIENIST
Jacqueline Klein

INSPECTOR OF ANIMALS AND SLAUGHTERING
William J. Curry, Jr., D.V.M.

NUTRITIONIST
Bertha Bishov

PEDIATRICIAN
Dr. Asha P. Wallace

APPOINTED BY OTHER ELECTED BOARDS

ASSISTANT TOWN CLERK
Ruth F. Stitt

SUPERINTENDENT OF SCHOOLS
Alan Schaefer

PLANNING DIRECTOR
Thomas W. Fennessey

PARK AND RECREATION DIRECTOR
Richard A. Foot

ROSEMARY LAKE RECLAMATION AND BUILDING COMMITTEE
Gary W. Petrini, chmn.
Robert Dickinson
Robert Boder
Jean R. Fox
Emily K. Hazard
John D. Marr, Jr.
Donald R. Robinson
Elinor Ryan Devlin
Donna M. Mullin

PUBLIC LIBRARY
Vivian M. McIver, Librarian

CONTRIBUTORY RETIREMENT BOARD
(Under vote of Town, 11/3/36)
James R. Bobillier (by Town Employees)
Joseph P. Carey
Louis F. Klein (by Selectmen)

COUNCIL ON AGING
Margaret A. Lindsay, chmn. (by Selectmen)
Daniel Comiskey (by Selectmen)
Sidney J. Dockser (by Selectmen)
Florence Grinspoon (by Selectmen)
Margaret L. Pierce (by Selectmen)
Francis E. Quillard (by Selectmen)
Anne Tinkham (by Selectmen)
Edward Pellettier (by Park and Recreation)
Gerald Swartz (by Selectmen)
Ralph Chambers (by Housing Authority)
Charlotte Tenhope (by School Committee)
Dorothea Willgoose (by Selectmen)

FUTURE SCHOOL NEEDS COMMITTEE
(Art. 62, 1950, last continued by Art. 40, 1978)
Robert E. Chase, chmn. (by Selectmen)
Marcia M. Carlton (by Moderator)
Lillian Henley (by PTC Presidents' Council)
George Kelleher (by Finance Committee)
Steve Anderson (by Planning Board)
Mary Riddell (by LWV)
Colleen Schaller (by PTC Presidents' Council)
Joan Swartz (by School Committee)

YOUTH COMMISSION (Art. 49, 1967)
Thomas Engleman, Youth Commissioner
Kenneth W. Brooks, Employment Counselor
Eugene J. Arthur, Caseworker
Susan Posner, chmn. '82 (by Park and Recreation)
Dorothy Davis, '81 (by Moderator)
Foster S. Crook, '81 (by Finance Committee)
Alden Eberly, '82 (by Selectmen)
Richard Rolanti, '83 (by Police Chief)
Robert Enos, '83 (by School Committee)
William McEvoy (by Supt. of Schools)
Jean Lucey (by Supt. of Schools)

TRANSPORTATION COMMITTEE
James Kenefick, chmn. '82 (by Selectmen)
John J. Gill, '81 (by Planning Board)
Elinor Devlin, '81 (by Planning Board)
Richard Tilles, '82 (by Selectmen)
Frank R. King, '82 (by Moderator)
Robert F. Larkin, Jr., Ex-officio

PUBLIC SAFETY COMMITTEE
(Art. 4, 1974 last continued by Art. 41, 1978)
Herbert T. Cannon, chmn. (by Selectmen)
Robert J. Crowley (by Moderator)
Alfred J. Salzberg (by Finance Committee)
Edward C. Pelletier (by Personnel Board)
Edward F. Supple (by Moderator)
Charles M. Bellomo, Ex-officio
Louis Roman, Ex-officio

LOW AND MODERATE INCOME HOUSING COMMITTEE
(Art. 3 of 1972 last continued by Art. 12, 1978)
Elizabeth Keil, chmn. (by Council on Aging)
Peter B. Benfield (by Finance Committee)
Dorothy Dwyer (by Planning Board)
Gladys Gordon (by Selectmen)
Rayburn B. Hathaway, Jr. (by Moderator)
Diane Perry Mathews (by Housing Authority)
Richard W. Russell (by Moderator)
Francis F. Fleming (by Selectmen)
Benjamin Blumberg (by Council on Aging)

MENTAL HEALTH & RETARDATION AREA BOARD
Ellen Canavan
Mary Hazard
Joseph King, M.D.
George Smith

REFERENCE
Town Meeting Members

PRECINCT A

Expiration 1983

Barry, Kathleen M.	155 Noanett Rd., N.H.
Denneen, Francis G.	569 Hunnewell St., N.H.
Henley, Lillian A.,	30 Parkland Rd., N.H.
Landy, Herbert H.	74 Wayne Rd., N.H.
Merritt, Stephen W.	194 Webster St., N.H.

Expiration 1982

Bleakney, Philip T.	40 Hampton Ave., N.H.
DiMilla, Anna L.	3 Central Terr., N.H.
Dockser, Sidney J.	98 Wayne Rd., N.H.
Grinspoon, Florence S.	94 Reservoir St., N.H.
Guzowski, Edward W.	302 Webster St., N.H.
Henkoff, Eleanor	52 Wayne Rd., N.H.
Henkoff, Hertz N.	52 Wayne Rd., N.H.
Linnane, Joan M.	11 Webster St., N.H.
Luskin, Richard S.	53 Wayne Rd., N.H.
Nagel, Ira A.	57 Noanett Rd., N.H.
Newman, Doris C.	173 Evelyn Rd., N.H.
O'Toole, M. Eileen	28 Mercer Rd., N.H.
Shapiro, Sylvia	30 Wayne Rd., N.H.
Sparr, Harold B.	50 Spring Rd., N.H.

Expiration 1981

Crocker, David C.	80 Spring Rd., N.H.
Irwin, Ellsworth S., Jr.	11 Elder Rd., N.H.
Linnane, James F.	11 Webster St., N.H.
Newman, Robert K.	173 Evelyn Rd., N.H.
Tedoldi, William J.	68 High St., N.H.

PRECINCT B

Expiration 1983

Bassett, Agnes M.	13 Hunnewell Terr., N.H.
Coughlin, William F.	178 Jarvis Cir., N.
Duffy, Lois M.	345 Central Ave., N.H.
Glazer, Susan	64 Booth St., N.H.
Henderson, Daniel C.	195 West St., N.H.
Manning, Lee B.	103 Nardone Rd., N.H.
McIntosh, G. Leonard	42 Lakin St., N.H.
Tobin, David S.	12 Clarke Rd., N.
Waldman, Frederick	86 Damon Rd., N.H.
Wellington, Elise B.	120 Clarke Circle, N.

Expiration 1982

Bassett, Walter H.	13 Hunnewell Terr., N.H.
Carlin, Andrew M.	197 Rosemary St., N.H.
Evans, Robert E.	54 Clarke Rd., N.
Johnson, Peter B.	101 Clarke Circle, N.
Jones, William D.	664 Central Ave., N.H.
Lazar, Jane A.	101 Rolling Lane, N.
McLeod, Agnes J.	467 Central Ave., N.H.
Page, Meredith P.	19 Glendale Rd., N.
Sweet, William L.	371 West St., N.H.
Tippett, Stanley R.	78 Clarke Circle, N.

Expiration 1981

Bassett, Walter H., Jr.	13 Hunnewell Terr., N.H.
Carroll, Joseph P., Jr.	34 Cynthia Rd., N.H.
Cavanagh, Norman J.	100 Ardmore Rd., N.H.
Huff, Roger W.	260 Hunnewell St., N.H.
Johnson, Joan M.	101 Clarke Circle, N.
Larkin, Catherine M.	72 Clarke Circle, N.
Manning, Lee J. Jr.	103 Nardone Rd., N.
McLeod, John W.	467 Central Ave, N.H.
Tarallo, George	76 Ardmore Rd., N.H.
Woodley, Elizabeth S.	95 Clarke Rd., N.

PRECINCT C

Expiration 1983

Canavan, Ellen M.	52 Oak Knoll Terr.
Carovillano, Mary Ann	43 North Hill Ave.
Christophe, Philip A.	1196 Central Ave.
Cox, Gilbert W., Jr.	49 Colonial Rd.
Davis, Richard W.	6 Avalon Rd.
Eisenstadt, Lida	14 Hancock Rd.
Hawes, Robert E.	81 Meadowbrook Rd.
Hilton, Harry M.	34 Pond St.
Jacques, Steven N.	41 Hanover Rd.
Mahoney, James J., Jr.	86 Winding River Road
Marcucelli, Thomas J., Jr.	18 Kent Road
Mulcahy, Thomas	42 Blacksmith Drive
Smith, Morriss A.	56 Blacksmith Drive

Expiration 1982

Bycoff, Sheldon D.	79 Mackintosh Ave.
Cleary, Jeremiah J.	11 Pond St.
Davis, Stanton H.	54 Macintosh Ave.
Kelley, George P.	1560 Great Plain Ave.
Levitan, Leon B.	43 Whitman Rd.
Lueders, Lois C.	34 Whitman Rd.
Mahoney, Edmund J., Jr.	1649 Great Plain Ave.
McCormick, James A.	14 Standish Rd.
Milligan, John F.	25 Blacksmith Drive
Newton, Robert C.	515 High Rock St.
Portnoy, M. Barry	54 Carol Rd.
Russian, Rita A.	39 Alden Rd.
Sexton, David J.	23 North Hill Ave.
Swaffield, F. Hartwell	1681 Central Ave.
Wyckoff, Charles W.	85 Pine Street

Expiration 1981

Cogswell, John H.	1479 Great Plain Ave.
Levitan, Sally A.	43 Whitman Rd.

PRECINCT D

Expiration 1983

Abucewicz, John W.	67 Linden St.
Condon, Dennis X.	3 Maple Terrace
Davis, Edward L., Jr.	200 Charles River St.
Eberly, Alden	10 Lewis St.
Gatto, Victor E.	99 Country Way
Lappen, Stephen W.	283 Nehoiden St.
Leavitt, Jonathon	1639 Central Ave.
Lewis, Arthur J.	99 Linden St.
Malconian, Richard L.	128 Country Way
Morrison, Ronald L.	110 Country Way
Rockmore, Joyce S.	84 Sylvan Rd.
Russell, Donald F.	273 Nehoiden St.
Snell, Betty C.	245 Country Way

Expiration 1982

Barnes. Bradford S.	210 Charles River St.
Dwyer, Dorothy D.	6 Ferndale Rd.
Eaton, Frank C.	1652 Central Ave.
Gilkie, Robert J.	46 Marked Tree Rd.
Gorham, William H.	56 Gatewood Drive
Hunt, Roger B.	975 South St.
Marsh, Dexter H., Jr.	304 Country Way
Powers, James Hugh	263 Nehoiden St.
Pratt, Robert Todd	81 Sylvan Rd.
Wright, Charles G.	36 Maple St.

Expiration 1981

Bailey, Aleda H.	36 Marked Tree Rd.
Boulris, Carol Johnson	203 Country Way
Cahalane, Edward S.	296 Linden St.
Howard, Stephen	70 Linden St.
Lewis, Kathleen M.	99 Linden St.
Powers, William M.	47 Scott Rd.
Wenckus, Alleen	65 Richardson Drive
Wright, Walter A.	36 Maple St.

PRECINCT E

Expiration 1983

Austin, Sidney F.	18 Oakhurst Cr.
Bauer, William C.	104 Sutton Rd.
Bridges, Frank L.	114 Harris Ave.
Brown, Roma Jean	30 Edgewater Lane
Comiskey, Daniel L.	64 High Rock St.
Dickert, Mary H.	141 Edgewater Drive
Harkins, Barbara Coveney	41 Laurel Drive
Kenefick, James L.	84 Harris Ave.
Kidd, Donald E.	179 Harris Ave.
Mulvihill, John G.	750 Great Plain A

Expiration 1982

Donald, David R.	323 Dedham Ave
Gordon, Maxwell N.	182 Edgewater D
Meier, Norman R.	93 Wildwood Dri
Muir, Frederick R.	65 Coolidge Ave.
Nutter, Denton G., Jr.	55 Laurel Drive
Riddell, Mary T.	20 Cleveland Rd.

Expiration 1981

Barstow, Frederick E.	86 Livingston Cir
Colman, James M.	142 Fox Hill Rd.
Davis, Richard A.	66 Eaton Rd.
Davis, Robert C.	24 Coulton Park
Davis, Sally B.	24 Coulton Park
Day, John M. Jr.	97 Old Farm Rd.
Knapton, David A.	100 Lawton Roa
Logue, John I.	217 Edgewater D
Mortimer-Maddox, Rosalind	16 Stevens Rd.
Steeves, Ernest A.	20 Laurel Drive
Tinkham, Anne	24 Bradford St.

PRECINCT F

Expiration 1983

Fay, Brendan R.	280 Nehoiden St
Fay, Thomas J.	280 Nehoiden St
Fleming, Susan D.	22 Morton St.
Hely, Charles J.	19 Lake Drive
Nanigian, Gregory C.	77 Warren St.
Tiernan, Arthur M., Jr.	21 Warren St.

Expiration 1982

Buckley, Jerome C., Jr.	155 Fair Oaks Pa
Coppock, Michael R.	108 Grant St.
Harris, Robert D.	955 Webster St.
Keil, Elizabeth M.	43 Kingsbury St.
Kennedy, Edward	695 Webster St.
Ryan, John J.	847 Webster St.

Expiration 1981

Facchetti, Edward P.	48 Carey Rd., N.
Gallello, Sam	23 Howland St.
Logan, Mary T.	277 Warren St.
McDonough, Barry R.	71 Fair Oaks Park
Roth, Joanne Hull	93 Garden St.
Telford, Ruth H.	10 Pickering Plac
Trussell, Philip A.	841 Webster St.
Marston, Glenn A.	45 Kimball St.

PRECINCT G

Expiration 1983

Carre, Peter W.	749 Great Plain A
Chase, Robert E.	74 Washington A
Keleher, George L.	383 Manning St.
Lynch, Frederick J., Jr.	58 Plymouth Rd.
Nuccio, Vincent C.	93 Hawthorn Ave
Pudil, John J.	17 Plymouth Rd.
Willox, Stanley	48 Coolige Ave.

Expiration 1982

Anderson, Stephen	60 Parkinson St.
Eldridge, Margaret M.	44 Ellicott St.
Posner, Norman P.	93 Beaufort Ave.
Wentworth, Deborah C.	528 Great Plain A

Expiration 1981

Abbott, Susan W.	60 Otis St.
Browne, Gerald R.	242 Hillcrest Rd.
Fredericks, Christian H., Jr.	25 Otis St.
Herrity, James M., Jr.	50 Ridgeway Ave
McMorrow, Eugene S.	22 DeFrancesco C
Meehan, Mary R.	130 Birds Hill Av
Mutch, Norma A.	146 Hillcrest Rd.
Posner, Susan R.	93 Beaufort Ave.

wers, Donald H., Jr. 776 Webster St.
cker, John B. 58 Prince St.

ECINCT H
piration 1983
iss, Willard R. 105 Broad Meadow Rd.
rlton, Robert G. 132 Elmwood Rd.
rroll, John E. 80 Douglas Rd.
yle, Barbara Buckley 214 Elmwood Road
lm, Elizabeth C. 147 Dawson Drive
wney, Paul W. 40 Kenney St.
cKern, Richard A. 194 Elmwood Rd.
rphy, Edward B. 9 Grosvenor Rd.
znola, George E. 715 Greendale Ave.

piration 1982
ckman, William R. 153 Broad Meadow Rd.
evine, David F. 141 Dawson Drive
nn, Peter B. 117 Tudor Rd.
rrington, Daniel G. 144 Fairfield St.
utile, Eleanor 60 Tudor Rd.
ewart, John H. 131 Bird St.

piration 1981
amond, Stephen M. 721 Greendale Ave.
onahue, Thomas F. 67 Kenney St.
arris, Nancy M. 7 Whittier Rd.
eger, Elizabeth A. 107 Thornton Rd.
elm, Robert W. 147 Dawson Drive
arsen, Robert Y. 150 Tudor Rd.

Nutile, LeRoy J. 60 Tudor Rd.
Peck, George K. 729 Greendale Ave.
Wilmot, Barbara R. 103 Hillcrest Rd.

PRECINCT I
Expiration 1983
Bamforth, Howard E. 313 Brookline St.
Benfield, Peter B. 84 Paul Revere Rd., N.H.
Bunce, Jeffrey H. 39 Powers St.
Day, John W. 35 Morley St.
Kelley, Roy A. 52 Beaufort Ave.
Messias, Elaine E. 38 Fairfax Rd.
Morrison, Kenneth M. 24 Paul Revere Rd.

Expiration 1982
Connolly, Maria W. 674 Webster St.
Devlin, Elinor R. 124 Page Rd.
Hartford, Warner B. 212 Washington Ave.
Supple, Edward F. 41 Edwardel Rd.

Expiration 1981
Attridge, Paul H. 59 Powers St.
Downe, Charles E. 298 Manning St.
Duncan, William E. 34 Hemlock St.
McCaffrey, Maureen T. 285 Manning St.
Ryder, Irving J. 36 Upland Road
Stewart, Robert C. 301 Hillcrest Rd.
Svendsen, Harold 261 Manning St.

PRECINCT J
Expiration 1983
Crook, Foster S. 3 Thorpe Rd., N.H.
Fedel, Julius T. 41 Lindbergh Ave., N.H.
Fox, Jean R. 152 Paul Revere Rd., N.H.
Gill, John J. 36 Homestead Park, N.H.
Kettlety, Robert E. 201 Paul Revere Rd., N.H.
Mather, Marcia C. 179 Paul Revere Rd., N.H.
Tilles, Lois L. 105 Concord St., N.H.

Expiration 1982
Anderson, Elizabeth E. 31 LaSalle Rd., N.H.
Connell, John F. 61 Lexington Ave., N.H.
Downs, Robert A. 51 Virginia Rd., N.H.
Fox, Robert C. 152 Paul Revere Rd., N.H.
Mulvey, Philip F., Jr. 65 Paul Revere Rd., N.H.
Rhodes, Alfred William 163 Paul Revere Rd., N.H.
Setian, Constance M. 26 Bennington St., N.H.
Steeves, Walter E., Jr. 128 Lexington Ave., N.H.
Vondenbrink, Robert 119 Tower Ave., N.H.

Expiration 1981
Dermody, Frank M. 12 Concord St., N.H.
Dermody, William R. 12 Concord St., N.H.
McQuillan, John J. 193 Lindbergh Ave., N.H.
Mulvey, Philip F. III 65 Paul Revere Rd.
Paul, Grant, Jr. 34 Hazel Lane, N.H.
Prescott, Philip W. 72 Riverside St., N.H.
Swartz, Joan W. 130 Woodbine Cir.

Jury List

ller, James W., 17 Nardone Rd.
mato, Vincent J., 12 Taylor St.
msbury, Don S., 1204 Greendale Ave.
ndren, Theodore, 73 Curve St.
rdine, Conrad, 169 St. Mary St.
ronson, David S., 260 Washington Ave.
ailey, George A., 566 Hunnewell St.
aker, Harold C., 53 Fairfield St.
aker, Rose M., 1214 Great Plain Ave.
almer, James, 68 Kimball St.
arger, Christina P., 106 Damon Rd.
arry, Catherine C., 424 High Rock St.
artzokis, Vasiliki, 124 Aletha Rd.
assett, Deborah F., 1327 South St.
eal, Charlotte, 302 Nehoiden St.
ehrman, Robert J., 491 Webster St.
erglund, Warren A., 46 Mann Ave.
erman, Marjorie, 268 Warren St.
ond, James L., 95 Thornton Rd.
oonisar, Philip L., 37 Coolidge Ave.
radford, Alfred J., 110 Old Farm Rd.
radford, David H., 24 Damon Rd.
rennan, George W., 141 Chestnut St.
rill, Everett C., 116 Woodbine Circle
ubier, Patricia, 159 Warren St.
uccigross, Jeanne M., 201 Valley Rd.
urns, Kathleen J., 1109 Greendale Ave.
alivas, Erasmia, 69 Nehoiden St.
arlson, Frances, 19 Webster St.
arolan, Mary D., 63 Highgate St.
arr, Mary E., 141 Country Way
arroll, Norbert J., 40 High St.
arter, William L., 11 Lindbergh Ave.
avallari, Edward A., 70 Parish Rd.
avanaugh, Fred T., 112 Hoover Rd.
hambers, Dorotha E., 44 Booth St.
hase, Betty, 19 Homestead Park
hew, Brian P., 1111 Highland Ave.
hiappisi, Donald A., 217 Hillside Ave.
hicos, George J., 165 Meeting House Cir.

Chin, Cynthia D., 83 Booth St.
Clay, Elizabeth M., 43 Brackett St.
Coleman, Mary T., 87 Coolidge Ave.
Connerney, William R., 16 Lawton Rd.
Considine, Debra M., 7 Rolling La.
Conti, Linda W., 215 West St.
Cooper, Audrey C., 404 Webster St.
Cooper, Helen S., 103 Jarvis Cir.
Costello, Sarah V., 240 Warren St.
Couyou, Betty, 55 Pond St.
Cowan, Sid Jeannette, 11 Emerson Pl.
Cox, Barbara, 1062 Webster St.
Cripps, Marguerite E., 11 Elizabeth Cir.
Crosson, Mary K., 189 Edgewater Dr.
Crowley, Donald Jr., 1078 Greendale Ave.
Crowley, William J., 1147 Great Plain Ave.
Cumming, Joseph A., 28 Pine Grove St.
Cummings, Catherine E., 50 Sunset Rd.
Curley Jr., Wm. H., 32 Lois La.
Dagdigian, Robert F., 25 Willow St.
Dalrymple, Herbert R., 769 Webster St.
De Coste, Joseph J., 59 Needhamdale Rd.
De Miglio, Francis J., 22 Gilbert Rd.
Deans, Elizabeth A., 55 Walnut St.
Delollis, Suzanne M., 237 Marked Tree Rd.
Dermody, Mary F., 12 Concord St.
Desimone, Steven J., 323 Rosemary St.
Deveer, Emily H., 11 Redington Rd.
Devine, Christopher, 63 Prince St.
Diamond, Xenophon B., 2 Standish Rd.
Dickson, John H., 17 Dunster Rd.
Ditmars, Ellenora, 402 Grove St.
Dobbs, Donald, 770 Great Plain Ave.
Dodge, Sarah A., 63 Hemlock St.
Doolin, M. Winnifred, 18 Emerson Rd.
Downs, Eleanore D., 66 Marked Tree Rd.
Driscoll, Tim, 151 Warren St.
Dunning, Patricia, 123 Elder Rd.
Dwyer, Patricia M., 224 Elmwood Rd.
Eaton, Douglas C., 251 Dedham Ave.
Eck, Gerald, 210 Fair Oaks Park
Ellis, Bernice C., 30 Wildwood Dr.
Erskine, John W., 5 Lester St.
Everts, David T., 121 Richardson Dr.

Farеuil, Gerald, 20 Guild Rd.
Fantone, Stephen D., 168 Harris Ave.
Fay, Maybelle A., 90 Canterbury La.
Ferrick, Francis Joseph, 34 Hampton Ave.
Finan, Louise E., 278 Edgewater Rd.
Finn, Morris, 26 Garfield St.
Fisher, Regina L., 24 Fairfax Rd.
Fitzgerald, Patricia M., 11 Robinwood Ave.
Fleming, Stephen J. Jr., 1035 Central Ave.
Foley, Clarice, 178 West St.
Forman, Richard S., 70 Gatewood Dr.
Foster, Mildred S., 55 Tillotson Rd.
Foster, Susan M., 56 Woodledge Rd.
Francis, Michael, 89 Booth St.
Frederick, Valerai M., 554 Central Ave.
Garner, Edward F., 175 Laurel Dr.
Gauvreau, Mildred E., 18 Mellen St.
Giancioppo, Mary A., 112 Reservoir St.
Gibson, Judith P., 89 Richdale Rd.
Gillespie, James I, 8 Whiting Way
Gillis, Toni Jane, 80 Garden St.
Gofstein, Lila, 9 Lakin St.
Goldberg, Lois, 43 Yale Rd.
Gowdy, G. Douglas, 81 Charles River St.
Graceffa, Mark, 60 Greendale Ave.
Graham, Robert D., 152 Meetinghouse Cir.
Greene, Judith M., 133 Richardson Dr.
Greer, Mary E., 626 South St.
Gregory, Barbara Jean, 96 Glendale Rd.
Gunness, Clark R., 205 Nehoiden St.
Gurkin, Susan, 7 Greendale Ave.
Gustus, Patricia, 56 Broad Meadow Rd.
Harrington, Carol A., 134 Marked Tree Rd.
Hamburger, Gerald, 33 Gould St.
Hansis, Margaret R., 144 High Rock St.
Haratsis, James S., 77 Wayne Rd.
Hardy, William J., 18 Colgate Rd.
Harris, Charles J., 22 Oakland Ave.
Harthertz, Frederick C., 604 Central Ave.
Hartley, Dolores R., 29 Carey Rd.
Heath, Carolyn E., 40 Emerson Rd.
Heffernan, Michael A., Sr., 99 Whitman Rd.
Hegarty, Ellen, 62 Brookside Rd.

REFERENCE

Heger, Anne M., 107 Thornton Rd.
Herbert, Sherry, 231 Hillside Ave.
Hinden, Peter R., 1075 Highland Ave.
Hodson, Andrew, 16 Grant St.
Hoffmann, Dorothy, 4 Wendling Rd.
Holbrook, Clifton F., 21 Morley St.
Holley, James L., 210 Hillside Ave.
Hope, Kimberly J., 110 Pine Grove St.
Hosmer, George S., Jr., 221 Rosemary St.
Huemiller, Timothy, 26 Virginia Rd.
Hurley, Cecelia A., 31 Gordon Rd.
Jackson, Carroll N., 120 Lexington Ave.
Jacobs, Benjamin L., 259 Edgewater Dr.
Jedlinsky, Dennis C., 45 Sunset Rd.
Jenkins, Alvan T., 15 Booth St.
Jenkins, Justina H., 39 Mayo Ave.
Johansen, Eric B., 69 Windsor Rd.
Johnson, Barbara A., 46 Parish Rd.
Jones, Frances M., 664 Central Ave.
Kalin, Stephanie, 15 Hoover Rd.
Kaveney, Colin J., 16 Wyoming Ave.
Kelly, Thomas J., 18 Yurick Rd.
Kentta, Oliver A., 13 Maple St.
Keough, Doris C., 149 Richardson Dr.
Keough, Robert S., 149 Richardson Dr.
Kinne, Dorothy L., 159 Dedham Ave.
Kisielius, Alice, 28 River Park St.
Klein, Louis F., Jr., 108 Manning St.
Kresse, David E., 66 Bess Rd.
Kresse, Frederick H., 66 Bess Rd.
Krupa, Helen, 180 C Linden St.
Kurkjian, Kenneth J., 24 Scott Rd.
Labitt, Charlotte S., 40 Daley St.
Lafean Jr., Wilbur L., 286 Cartwright Rd.
Lawrence, Patricia M., 21 Coolidge Ave.
Leavitt, Arlene S., 79 Blake St.
Leighton, James F., 89 Wilshire Park
Lemay, Richard, 39 Horace St.
Lev, Howard J., 60 Richard Rd.
Levine, Mildred, 40 Deerfield Rd.
Lobach, Carole A., 189 Reservoir St.
Lolos, Helen, 68 Green St.
London, Frances M., 218 Marked Tree Rd.
Long, Frances A., 17 Evergreen Rd.
Longley, Christine, 767 Central Ave.
Longwood, Margaret U., 37 Richdale Rd.
Lopresti, Peter, 52 Hunting Rd.
Lovezzola, Nancy, 33 Aletha Rd.
Lucchese, Carmen, 67 Pine Grove St.
Lydon, John T., 67 Norfolk St.
Lydon, Thomas, 114 Hillside Ave.
MacFarlane, Dorothy A., 14 Tolman Rd.
MacLeod, Malcom D., 19 Pheasant Rd.
Mahoney, Ann P., 1649 Great Plain Ave.
Mahoney, Elaine M., 42 Lawton Rd.
Mahoney, Paul B., 388 Manning St.
Mamarchev, James D., Jr., 62 Rivard Rd.
Marks, Marilyn J., 24 Murphy Rd.
Martin, Raymond J., 8 Kerrydale Rd.
Martin, Sheila A., 463 South St.
Matthes, Margaret, 39 G Chambers St.
Maurer, Gottfried, Jr., 281 Country Way
McCarthy, Karen, 18 Avon Cir.
McDonagh, John, 1180 Greendale Ave.
McEvoy, Virginia M., 55 Stevens Rd.
McInerney, Linda L., 16 Central Ave.
Meier, Norman R., 93 Wildwood Dr.
Melaragno, Margaret, 320 Charles River St.
Melen, Ralph, 9 Tillotson Rd.
Merritt, Edward W., 194 Webster St.
Mickles, Mary A., 26 Thurston Ln.
Miles, Oliver C., 63 Sylvan Rd.
Millar, David M., 540 Hunnewell St.
Miller, Dennis P., 20 Lee Rd.
Miller, Joseph A., 130 Meadowbrook Rd.
Moore, John D., 170 Great Plain Ave.
Morgan, Margaret L., 9 Alden Rd.
Moriearty, Sharon P., 86 Plymouth Rd.
Morse Eileen, 27 Birch St.
Morton, Alice L., 335 Hillside Ave.
Moses, Paul A., 129 Linden St.
Mullin, Richard S., 131 Paul Revere Rd.
Murphy, Kathleen, 86 Arch St.
Murphy, Mary F., 30 Mayo Ave.
Murphy, William F., 883 Greendale Ave.
Musto, Angela M., 23 Riverside St.
Nardella, Rose, 65 Alden Rd.
Navin, Mary E., 194 Lindbergh Ave.
Nee, Robert, 26 Carol Rd.
Nelson, Stewart W., 51 Pilgrim Rd.
Noonan, Kathlene, 31 Fair Oaks Park
Oakley, Rosalee F., 46 Plymouth Rd.
O'Connell, Christopher L., 224 Hillcrest Rd.
Oliver, Mark P., 186 Fox Hill Rd.
O'Loughlin, Ellen M., 60 Locust La.
O'Neill, James P., 42 Avon Circle
Ounanian, Marjorie A., 277 Webster St.
Packer, Emily M., 148 Plymouth Rd.
Palmer, Janet L., 104 Wilshire Pk.
Parenteau, Bernard C., 13 Warren St.
Parker, T. Chesterfield, 29 Pleasant St.
Patriquin, Mary S., 118 Sutton Rd.
Payne, Mary B., 11 Sunset Rd.
Pearcy, Elizabeth E., 18 Carey Rd.
Perham, Ruth E., 215 Valley Rd.
Peters, John, 107 Tudor Rd.
Pierce, Janet E., 5 Blackman Ter.
Pierce, Richard C., 83 Pickering St.
Pilkington, Blanche E., 44 Hunnewell St.
Powell, Phyllis L., 9 Holland Ter.
Proctor, John C., 11 Dale St.
Pulver, Mary G., 105 Page Rd.
Puttkamer, Richard K., 6 Peacedale Rd.
Puza, Carol J., 1323 Highland Ave.
Raymond, Sally P., 40 Bancroft St.
Regan, Michael B., 72 Jarvis Cir.
Reid, William S., 586 Central Ave.
Reilly, Sonja, 968 Webster St.
Reiss, Elsa C., 32 Eliot Rd.
Robbins, Jeffrey, 219 Harris Ave.
Roberts, Charlene M., 901 Charles River St.
Roberts, Gerald, 1242 South St.
Robertson, Roy, 59 Spring Rd.
Rodman, Douglas S., 198 Hillcrest Rd.
Rogan, Julie Ann, 7 Curtis Rd.
Roman, Frank, 140 C Linden St.
Ronayne, Mary, 64 Lindbergh Ave.
Rooney, Edmund A., 781 Highland Ave.
Rose, Bernice, 54 Daley St.
Rose, Michael G., 275 Charles River St.
Ryan, Patricia A., 1426 Great Plain Ave.
Ryan, Sheila, 17 Prince St.
Sabbagh, Mary Anne, 1616 Great Plain Ave.
Saltzberg, Dianne H., 38 Valley Rd.
Sampson, Thomas A., 183 Elmwood Rd.
Porcello, Dianne, 406 Hillcrest Rd.
Sands, Debra M., 166 Jarvis Cir.
Savoua, Jeanne C., 295 Warren St.
Scott, Anna R., 52 Longacre
Scullin, Ann E., 50 Woodledge Rd.
Sepinuck, Nathan, 20 Perrault Rd.
Shannon III, George M., 112 Edgewater Dr.
Shapiro, Richard S., 96 Paul Revere Rd.
Shargabian, Jack, 64 Edwardel Rd.
Sharkey, William G., 92 Douglas Rd.
Shea, Marie Whelan, 74 Linden St.
Sheehy, Joan F., 128 Grant St.
Sherman, John W., 19 Marked Tree Rd.
Sherman, Martha J., 22 Taylor St.
Sherman, Stephen A., 1708 Central Ave.
Shields, Archie E., 29 Highland Ter.
Shooshan, Howard M., 14 Brentwood Cir.
Shufro, John M., 70 Deerfield Rd.
Simo, Nicolae G., 30 Washburn Ave.
Sitterson, Anne, 43 Eaton Rd.
Slack, Beatrice M., 186 D Linden St.
Sluder, Lester I, 115 Broad Meadow Rd.
Stables, Donald R., 22 Alfreton Rd.
Stamm, John H., 508 Great Plain Ave.
Stark, Deborah A., 31 Hazelton Ave.
Steeves, Dorothy F., 45 Meadowbrook Rd.
Stehmeyer, Emma J., 1566 Great Plain Ave.
Stein, Stephen B., 63 Woodbine Circle
Stevens, Margaret E., 83 Brookside Rd.
Stitt, Robert F., 189 Highgate St.
Sugarman, Nathan, 69 Standish Rd.
Sullivan, Kevin T., 76 Edwardel Rd.
Suppes, Sharon K., 115 A Maple St.
Swanson, Ernest F., 3 Newbury Pk.
Swartz, Frederick R., 38 Fay La.
Sweeney, John J., 4 Bancroft St.
Sweet, William L., 371 West St.
Swerling, Gerald, 148 Sylvan Rd.
Talmage, William P., 50 Blacksmith
Terveen, Sandra E., 45 Greenwood Ave.
Titus, Diane B., 317 Great Plain Ave.
Tollas, Roger D., 46 Rolling La.
Toner, Barbara F., 100 Tower Ave.
Toran, Carol J., 39 Dale St.
Torri, Raymond P., 20 Perrault Rd.
Trieber, Jay A., 38 Lee Rd.
Trussell, Priscilla B., 841 Webster St.
Tuck, Arlene, 541 Grove St.
Turano, Angelo, J., 54 Norfolk St.
Turano, James J., 54 Norfolk St.
Turner, Sonia, 191 Stratford Rd.
Vanbaars, John F., 62 North Hill Ave.
Vansickle, Edward T., 18 Miller St.
Vara, Michael,R, 393 Central Ave.
Varley, Eugene A., 24 Allindale Rd.
Vedie, Georges, 85 Blake St.
Villani, Lillian K., 58 Dunster Rd.
Vogel, Alice M., 76 Dawson Dr.
Volpe, Marie, 33 Oak St.
Wald, Arthur, 77 Brewster Dr.
Walker, Frances P., 80 Mackintosh Ave.
Wallace, M. Jacqueline, 19 Howland St.
Wallace, Peter R., 20 Avalon Rd.
Walsh, Barbara A., 51 Booth St.
Washek, Robert J., 369 Manning St.
Weinstein, Sidney S., 30 Perrault Rd.
Weis, Leona C., 1206 Greendale Ave.
Weisman, Joseph, 41 Noanett Rd.
Welby, Susan, 857 Webster St.
White, Edward B., 55 Sargent St.
White, John H., Jr., 30 Laurel Dr.
Willard, Norma, 143 Gould St.
Wilson, Linda J., 14 Barrett St.
Woodward, Richard G., 18 May St.
Yoke, Jacqueline C., 78 Elder Rd.
Young, Elsie E., 52 Pond St.

Rosemary Beach

Great Plain — Chestnut
Near 83 Chapel
Town Hall
Highland Ave. School
Emery Grover School Bldg.
Highland — May
St. Joseph's School — Pickering
St. Joseph's Convent — Highland
St. Joseph's Church — Highland
Eaton Funeral Home — Highland
Stephen Palmer School
1329 Highland Ave.
Great Plain — Pickering
990 Great Plain (CVS)
YMCA Bldg. — Great Plain
Warren — May
Senior High School
Senior High School — C Bldg.
Senior High School — A Bldg.
Senior High School — Gym Bldg.
Senior High School — Auto Shop
Kingsbury — Warren
Dedham — Harris
Great Plain — Warren
First Baptist Church
155 Fair Oaks Park
85 Fair Oaks Park
25 Fair Oaks Park
Dedham — Webster
Webster — Howland
Webster — Cleveland
Great Palin — Webster
Webster — May
Webster — Howland
Chestnut — School
Glover Hospital — Courtyard
Hamilton House Nursing Home
141 Chestnut
86 Lincoln St.
Glover Hospital — Emergency Door
Briarwood Nursing Home
Garfield St.
Art Shade — 165 Chestnut
Family Federal — 129 Chestnut
Chestnut — Oak
20 Oak St.
Chestnut — Marsh
VFW Hall — Junction St.
School — Grant
Grant — Kimball
Pleasant — Kimball
Andrews Fabrics — 925 Webster
271 Warren — Kimball
Dedham — Lincoln
Unitarian Church
Dedham at Lincoln
Maple — Oak
Great Plain — Glendoon
Linden — Maple Ter.
Congregational Church
1154 Great Plain
Daystar Nursing Home
1180 Great Plain
Linden — Poplar
Sr. Citizens Housing — Linden
Sr. Citizens Housing — Chambers
Fairview — Overlook
Henderson — Oakcrest
Henderson — Walnut
Henderson, nr Oak
Willow — Oak
Blake St.
Sylvan — Oakcrest
High Rock School — Ferndale
Great Plain — Marshall
Nehoiden — Washburn
Nehoiden — Lewis
Newell — Prospect
Meadowbrook — Elizabeth Cir
Blacksmith Dr. — Meadow Ln.
Nehoiden — Rosemary
Nardone Rd. — Jarvis Cir.
Garden — May
31 Lake Dr.
34 Prospect St.
Great Plain — Marked Tree
Marked Tree — Curve
Great Plain — Oak Knoll
Abbott — Border
Pheasant — Mallard
Paine — Hancock
542 High Rock
Marked Tree — High Rock
Barrett — Frances
Barrett — Deerfield

*175 Marked Tree — Oakcrest
*176 High Rock — Central
177 Avalone — Bonwood
*178 Bellevue — Bonwood

21 Highland — West
211 Calverts — 906 Highland
212 Wm. Carter Bldg. (Center Door)
963 Highland
2121 Advanced Instruments
1000 Highland
2122 Carters Factory (South End)
963 Highland
2123 Carters Office (North End)
963 Highland
213 Buckley & Scott Oil — West
*2131 Hillside Ave. — West
214 Highland — Dana
215 Highland — Rosemary
2151 Stop and Shop — 1177 Highland
2152 Christ Church — 1132 Highland
2153 Public Library — 1139 Highland
*216 Ludlow Bldg. — Rosemary
*217 Carey Rd.
218 Morton St. opp. 34
22 No School Signal
223 Hillside — Dale
2231 Carter Box — 464 Hillside
2232 1 Easy St.
2233 1 Hillside Park
*2234 Carters — Easy St.
224 Rosemary St. opp. 260
225 Former Old Trusty Bldg. — West
226 West St. — near Eliot
227 West — Dale
2271 Hillside School — Glen Gary
*228 Parish — Pershing
2281 Damon — Tanglewood
23 Highland — Hunnewell
231 Crescent opp. Union
2311 Carter Methodist Church
800 Highland
232 Hillside — Hunnewell
233 101-135 Crescent
*2331 124 Crescent Rd.
*2332 186 Crescent
2333 87 Crescent
2334 140 Crescent
234 Hunnewell at 309
*2341 Brookline Rug — 315 Hunnewell
*235 Hunnewell — Lester
24 Pine Grove — Greenough
*241 Hillside — Avery
2412 Pine Grove — Wayne
242 Hillside — Webster
243 Evelyn Rd. at 93
*2431 Harvard Cir.
*249 Babson — Forest St.
25 Hunnewell — Mark Lee
251 Carter School — Highland
2511 Avery School — Highland
252 Highland — Webster
2521 Temple Beth Shalom — Highland
253 Greendale — Park
254 Webster — High
255 Webster — Mark Lee
256 Greendale — High
257 Greendale at 248 — Kendrick
26 Mellen St.
261 Webster — Rosemary
2612 W. Gorse Co. — Thrope Rd.
*262 Webster — Lindbergh
263 Manning — LaSalle
*264 Hoover Rd.
265 Manning — Lexington
266 Burnside near Concord
*267 Bennington
27 Lindbergh — Donna
271 Lindbergh — Paul Revere
2711 135 Tower Ave.
*2712 Dunster — Lindbergh
2713 Dartmouth Ave. at 32
2714 Richdale Rd. — Parker
*272 Greendale — Paul Revere
*273 Tower — Paul Revere
274 Tower — Lexington
2741 Richdale — Concord
275 Parker — Virginia
276 Parker — Nevada
28 Mitchell School — Brookline
*281 Brookline — Bancroft
2811 Brookline — Falcon
*282 Brookline — Colgate
*283 Brookline — Greendale

31 Central — Webster
311 Horace — Roscoe
*3111 John St.
3112 John Eliot School
Wellesley Ave.
312 Elder Rd. opp 26
*313 Central — Parkland
*3131 Noanett — Lee Rd.
314 Central Ave. — St. Mary St.
*3141 Gould St.
315 Hampton — Crawford
3151 55 Kearney St.
*3152 Kearney St.
3154 Indresano Oil Co. — 41 Kearney
3155 Spector Freight — Gould St.
3156 WCVB — Boston Broadcasters
TV Place (behind Muzi)
*316 Reservoir St. near 295
32 Central — Reservoir
321 Reservoir — Bridge
3212 Morschner Dye Works
220 Reservoir
3215 Congraf — 330 Reservoir
3216 Nutop — 333 Reservoir
*322 Reservoir Ave.
*325 Sherman — St. Mary St.

*326 St. Mary St. at 73
*3261 Echo Rd. (off Rte 9)
34 Sacham — Mills
*341 Highland — Utica
*3412 Pace Controls — 661 Highland
*342 Highland — Rte. 128 Overpass
3421 Hunting — David
3422 Woodbine Circle — Fay Lane
3423 Fay Lane— Hazel Lane
343 Highland — First Ave.
3431 240 Highland
3432 Berejik — 11 Second Ave.
3433 Berejik Motors — 126 Highland
3434 161 Highland
344 Highland — Newton Line
*3441 Highland Circle
*3442 Riverside St.
*3443 Highland Ter. — Highview
3451 You-Do-It — 40 Franklin
*346 Fremont — Charles
3461 Wexford St. near Arlington
3462 Anderson Machine — Brook Rd.
3463 Derenzo Co. — 85 Wexford St.
3464 7-Up — Fremont St.
3465 77 Wexford St.
3466 Casey Petroleum — 30 Charles
3467 Harbor Tool — 28 Wexford
347 First Ave. — Cabot St.
*3471 A Street — Second Ave.
*3472 B Street — Third Ave.
*3473 Fourth Ave.
348 Papa Ginos — 111 Cabot St.
3481 Motel 128 — Cabot St.
35 American Door — 15 Fourth Ave.
351 Decatur-Hopkins — Second Ave.
3511 Sylvania — 189 B St.
*3512 Boston Edison — Second Ave.
3513 Fields Hosiery — 206 A St.
3514 Hussman Refrig.
100 Second Ave.
3515 Homelite/Textron
124 Second Ave.
3516 Business Computer
152 Second Ave.
3517 International Equip
300 Second Ave.
352 Sylvania — 77 A St.
3521 XRE Corp. — 178 A St.
3522 IMLAC — 150 A St.
3523 AM International — 64 A St.
3524 Merck-Sharp-Dohme — 40 A St.
3525 General Tire — 250 First Ave.
3526 Harris-Fandel — 200 First Ave.
3527 Firestone — 114 First Ave.
353 Abbott Laboratories — 110 A St.
3531 Sylvania — 80 A St.
354 Kraft Foods — 37 A St.
3541 Sylvania — 156 B St.
3542 Honeywell — 66 B St.
3543 Upjohn Co. — 410 B St.
355 Coca Cola — 9 B St.
3551 Polaroid — 151 Third Ave.
3552 Polaroid — 111 Kendrick St.
3553 MED-X — 33 Fourth Ave.
3554 Bell & Howell — 45 Fourth Ave.
3555 Leather Bldg. — 83 Fourth Ave.
3556 Damon Engineering
115 Fourth Ave.
3558 Minnesota Mining (3M)
155 Fourth Ave.
356 Singer Sewing Machine
360 First Ave.
357 Union Carbide — 300 First Ave.
358 Sylvania — 180 First Ave.
*36 Kendrick at 128 — Cheney
*361 Kendrick — Newton Line
3611 AP Muffler — 60 Kendrick
3612 Polaroid — 140 Kendrick
*362 Hunting Rd. — near Kendrick
*363 Route 128 — near Highland

41 Great Plain — Manning
412 Parkinson — Manning
*413 Hemlock — Manning
414 Brookline — Manning
415 Otis — Woodlawn
416 Powers — Woodlawn
417 Melrose — Page
418 Upland at 21
42 Bradford — Harris
421 Mayo Ave. at 25
4212 Stevens Rd. at 45
*4213 Harris — Stevens
*4214 Glenwood — Bradford
4215 Pollard Junior High
422 Pinewood Rd. at 35
*4221 Eaton Rd.
4222 Coolidge Ave. at 54
*4223 Harris - Prince
423 Prince St. at 58
4231 Plymouth Rd. at 52
4232 Harris — Plymouth Rd.
424 Harris - Coulton
425 Wilshire Park opp 48
*4251 Harris — Wilshire
426 Great Plain — Beaufort
427 Harris School — Beaufort
428 Nichols — Beaufort
43 Great Plain — Melrose
431 Greenwood Ave. at 41
432 Ellicott — Sargent
*433 Powers — Melrose
*434 Great Plain — Great Plain Ter.
435 Washington — Nichols
*436 Washington — Holmes
437 Nichols — Hawthorne
438 Hawthorne — Washington
441 Great Plain — Hillcrest
*4412 Hillcrest — Ingleside
442 Newbury Pk. — Ridgeway
*4421 Ridgeway at 56

443 Birds Hill — Ingleside
444 Hillside — Birds Hill
445 Hillcrest — Standpipe
*4451 Morningside Rd.
*4452 68 Wachusett Rd.
4453 Hillcrest — Highgate
4454 Woodledge — Arch
4455 Colby — Fairfax
4456 Falcon — Bond
4457 Savoy — Edwardel
*4458 Hillcrest at 361
446 Birds Hill — Thornton
*4462 Thornton Rd. at 47
4463 Dawson Dr. near Shady Lane
4464 Dawson Dr. near Allendale
45 Grosvenor — Broad Meadow
*451 Greendale — Bird
*4512 Greendale — Grosvenor
*4513 Greendale — Broad Meadow
4514 Kenney St. opp Lois Lane
452 Broad Meadow — Bird
4521 Broad Meadow School
4522 Bird St. — DeFrancesco Cir.
4523 Richard Rd. opp 52
4524 Tudor Rd. opp 35
453 Highgate — Rybury Hillway
4531 Tudor — Aletha
4532 Woodbury — Audrey
4533 Ina — Helen
46 Great Plain — Green
461 Greendale — Intervale
4611 Great Plain — Berkshire
4612 Intervale — Norwich
4613 Valley — Peacedale
*4614 Fairfield — Mann
*4615 Great Plain — Route 128
4616 Sterling — Peacedale
462 Great Plain — South
4621 Whittier — Fuller
4622 Whittier — Elmwood
4623 Douglas Road opp 42
4624 YMCA — 1191 Greendale
4625 Old Farm — Longacre
*463 South — Lawton
*4631 Greendale — Hamlin
4632 St. Bartholomew Church
Greendale Ave.
4633 St. Bartholomew Convent
Greendale Ave.
*4634 Moulton Apts.
(Charles Court East)
1202 Greendale
464 South — Green
*4641 Parkvale — Norman
465 Lawton Road opp 42
*466 Green Street
467 Needham Golf Club — Green St.
47 George Aggott — Dedham Ave.
471 Dedham — South St.
4711 Edgewater Drive at 50
4712 Edgewater Dr. — Edgewater Ln.
*4713 Canterbury Ln. — Geo. Aggott
472 Livingston Circle at 35
473 Public Works Building
Dedham Ave.
49 Medical Building
Lyons St. Dedham

51 Norfolk — Webster
*511 Sutton Rd.
*5111 Webster — Fox Hill
512 South — Webster
*5121 410 South St.
*5122 South — High Rock St.
513 Laurel Drive at 69
514 Warren — Gayland
515 Laurel Drive opp 144
*516 Gayland Road
*517 Warren — Redington
518 near 48 Redington Road
*52 Chestnut — Emerson
521 Chestnut — High Rock St.
*5212 653 Chestnut St.
522 High Rock — Richardson Dr.
5221 Richardson Drive — Stonehurst
523 Chestnut — South
*5231 660 South St.
*5232 770 Chestnut St.
*5233 920 South St.
*5234 980 South St.
*5235 1010 South St.
524 High Rock — Robinwood
*5241 Linden — Summit
*5242 Murphy — Yurick
*53 1133 South St.
*5312 1150 South St.
*5313 1184 South St.
*5314 1242 South St.
54 Charles River — South
541 Charles River — Moseley
*5412 Wilsons Lane
542 Walker Lane — Russell
543 Central — Fisher
544 Central - Charles River
5441 Country Way — Village Lane
*5442 Scott Road — Country Way
5443 Windsor Road — Stratford Road
*5444 Country Way — White Pine Rd.
*5445 Gatewood Dr. — Springdale Rd.
545 Walker Home — 1968 Central Av.
5451 Walker Home (New Building)
546 Oxbow Road opp 50

*61 Central Ave. — Marked Tree
611 Newman Jr. High School
*612 1543 Central Ave.
6121 Pool & Racquet Club
1550 Central Ave.
*613 Central — Pine
6131 Temple Aliyah — 1664 Central
62 Mayflower Road at 35

621 Stockdale Road 43
622 Pilgrim Road at 60
*623 Powder House Rd.
*63 Charles River — Pine St.
*631 464 Charles River St.
6311 Ridge Hill Resv.
461 Charles River
*6313 484 Charles River St.
6314 Whitman Road opp 100
64 Grove — Charles River St.
*641 Chas River St. — Pumping Sta.
*6411 Winding River Road
*6412 636 Charles River St.
*642 Grove Street — Wellesley Line
*6421 Sabrina Farm — Grove St.
*65 Cartwright Road
*651 Cornell Rd.

71 Great Plain — Central Ave.
711 Great Plain — North Hill
712 1584 Great Plain Ave.
*7121 Standish Rd.
*7122 Brewster Dr.
713 1740 Great Plain Ave.
7131 Whiting Way at 45
7132 Stewart Rd. at 41
7133 Mason at MacIntosh Ave.
*714 Babson Park — Great Map Road
*715 Great Plain — Wellesley Line
72 Glendale — Forest
721 Central Ave — Nehoiden
7211 East Militia Hgts. — Dwight Rd.
7212 Charles River Workshop
East Militia Hgts.
722 Dwight School — Central Ave.
7221 Nehoiden Glen Apt.
1045 Central Ave.
*723 Glendale — Clark
*7231 Clarke Road
*7232 Clarke Circle
73 Central Ave — Forest
*731 Rolling Lane
7311 Brookside Rd. opp. 173
*732 Brookside — Wellesley Line
*735 Jarvis Circle
*74 Central Avenue — West St.
741 Central Avenue at 603
*742 Sunset Rd. — Cefalo Rd.
75 Central Avenue — Hunnewell
*751 398 Central Avenue
*752 Hunnewell — Wellesley Line
753 Taylor opp. Lakin St.
*754 Ardmore Road
755 Briarwood Circle at 23
*76 Wellesley Avenue
*761 Cedar Street

9 Rosemary Beach

* From Headquarters Only

Mutual Aid

(One Round)

811 Newton
812 Wellesley
813 Dover
814 Westwood
815 Dedham
816 Boston
817 Other Communities
2-2 followed by box number calls - Newton
3-3 followed by box number calls - Wellesley

Special Signals

22 - No school

Four blows and one round of box number calls Engine One or Three.

Five blows and one round of box number calls Engine Two.

Two blows - Fire out.

Second Alarm - two blows followed by box.

Third Alarm - three blows followed by box.

1-2-3-4 - two rounds - All Police Report.

44 two rounds - Emergency Call.

666 Needham Post No. 14 American Legion

777 Manson Carter Post 2498, VFW.

8 Highway Employees of Public Works. Report at Fire Department.

10 two rounds - Boy Scouts report at Fire Department Headquarters, Chestnut St.

Test - One blow - 8:45 a.m.

Help Prevent Fires!

NEEDHAM COLLECTION

NEEDHAM PUBLIC LIBRARY OCT 6 1980

TOWN OF NEEDHAM

TOWN CLERK'S RECORDS

OF THE

PRESIDENTIAL PRIMARY

March 4, 1980

ANNUAL TOWN ELECTION

April 14, 1980

TOWN ELECTION RECOUNT
(Park and Recreation Commission)

May 3, 1980

ANNUAL TOWN MEETING

May 5, 1980

SPECIAL TOWN MEETING

May 14, 1980

RECORD OF PRESIDENTIAL PRIMARY

March 4, 1980

Pursuant to a Warrant issued by the Selectmen February 12, 1980, the Inhabitants of the Town of Needham qualified to vote in elections met at the polling places designated for the several precincts in said Needham on Tuesday, the Fourth day of March in the year 1980 at 8:00 o'clock in the forenoon. The polls remained open until eight o'clock in the afternoon.

The meeting was called to order and the Warrant and Officer's return were read by the Wardens of the Precincts.

The ballot boxes were inspected and found to be empty with the registers set on 0000. The boxes were then locked and the keys delivered to the Police Officers in attendance.

The ballot clerks were sworn to the faithful performance of their duties by their respective Wardens.

The polling places had been designated as follows:

Precinct A - William Carter School
Precinct B - Hillside School
Precinct C - Derwood Newman Junior High School
Precinct D - High Rock School
Precinct E - William Pollard Junior High School
Precinct F - Highland Avenue School
Precinct G - Harris School
Precinct H - Broadmeadow School
Precinct I - William Mitchell School - Kindergarten
Precinct J - William Mitchell School - Gymnasium

The polls were opened at eight o'clock in the forenoon and were kept open until eight o'clock in the afternoon.

Cards of instruction and specimen ballots were posted as required by Section 48, Chapter 54 of the General Laws.

The ballot box returns in the Precincts were as follows:

PRECINCTS	A	B	C	D	E
9:00 A.M.	49	97	124	100	98
10:00 A.M.	80	157	197	159	200
11:00 A.M.	122	218	279	212	284
12:00 NOON	152	290	370	308	343
1:00 P.M.	204	339	451	366	408
2:00 P.M.	249	398	527	420	469
3:00 P.M.	309	448	592	488	507
4:00 P.M.	364	513	678	551	592
5:00 P.M.	442	636	817	646	707
6:00 P.M.	565	826	993	870	892
7:00 P.M.	744	980	1178	1047	1058
8:00 P.M.	816	1096	1324	1133	1178

PRECINCTS	F	G	H	I	J
9:00 A.M.	81	79	113	59	83
10:00 A.M.	112	125	181	113	128
11:00 A.M.	164	162	230	162	196
12:00 NOON	206	196	309	190	248
1:00 P.M.	266	242	374	236	302
2:00 P.M.	302	312	431	290	347
3:00 P.M.	347	337	491	313	394
4:00 P.M.	426	389	571	368	455
5:00 P.M.	485	490	680	465	569
6:00 P.M.	625	628	887	600	699
7:00 P.M.	700	755	1042	708	865
8:00 P.M.	770	859	1161	783	943

The Town Clerk and the Selectmen, upon receipt of the returns from the several precincts forthwith canvassed the same and announced the results at 1:00 A.M., March 5, 1980.

The total number of votes cast was:

DEMOCRATIC	4,892
REPUBLICAN	5,171
TOTAL	10,063

55% of the registered voters

The result of the balloting was as follows:

DEMOCRATIC PARTY

	A	B	C	D	E	F	G	H	I	J	TOTAL
	523	570	582	502	514	405	397	587	375	437	4892
PRESIDENTIAL PREFERENCE											
Jimmy Carter	143	161	188	145	190	139	161	161	114	126	1528
Edmund G. Brown, Jr.	23	19	27	21	17	20	11	21	10	13	182
Edward M. Kennedy	335	360	339	310	290	223	217	368	226	271	2939
No Preference	9	15	14	18	10	12	4	17	17	15	131
Others	3	9	3	3	7	7	1	8	4	2	47
Blanks	10	6	11	5	0	4	3	12	4	10	65
STATE COMMITTEE (MAN) (Norfolk, Bristol & Middlesex District)											
Arthur M. Tiernan, Jr., 21 Warren St.	348	373	400	335	355	313	266	406	255	313	3364
Others	--	--	--	--	--	--	--	--	--	--	--
Blanks	175	197	182	167	159	92	131	181	120	124	1528
STATE COMMITTEE (WOMAN) (Norfolk, Bristol & Middlesex District)											
Cynthia Anne Kelly, 37 Cottonwood Road, Wellesley	139	112	74	65	48	62	32	80	25	42	679
Barbara A. Doyle, 214 Elmwood Road, Needham	281	319	396	334	364	275	290	426	280	316	3281
Others	--	--	--	--	--	--	--	--	--	--	--
Blanks	103	139	112	103	102	68	75	81	70	79	932
TOWN COMMITTEE											
Henry John Smith, 481 Chestnut St.	216	250	231	202	224	166	178	220	174	202	2063
Norman P. Jacques, 41 Hancock Road	252	286	284	228	272	204	226	266	200	244	2462
Edward S. Cahalane, 296 Linden St.	225	256	237	221	227	167	194	256	174	215	2172
Herbert T. Cannon, 611 Greendale Ave.	216	250	226	186	214	151	174	227	168	198	2010
Julio J. Farulla, 11 LaSalle Rd.	223	261	233	201	211	159	180	217	177	218	2080
Edward W. Guzowski, 302 Webster St.	233	249	223	189	209	159	172	226	168	197	2005
William B. Saint, 19 Fair Oaks Park	241	287	272	234	263	201	209	245	195	223	2370
Arthur M. Tiernan, Jr., 21 Warren St.	253	285	277	249	276	238	207	261	198	236	2480
Daniel G. Harrington, 144 Fairfield St.	233	271	245	219	268	178	205	282	183	217	2301
Charles J. Hely, 19 Lake Drive	203	246	219	185	208	161	171	205	161	195	1954
Jane B. Murphy, 12 Mark Lee Rd.	247	276	241	213	232	180	189	236	180	209	2203
Pasquale Treggiari, 61 Highland Ter.	225	256	223	190	205	157	172	204	165	204	2001
Thomas M. Cusack, 5 Longfellow Rd.	233	271	253	213	239	184	180	232	172	224	2201
Paul V. Kelly, 15 Prospect St.	231	269	235	211	219	164	187	229	175	218	2138
Robert F. Larkin, Jr., 72 Clarke Cir.	367	384	373	332	343	282	278	373	257	301	3290
Lida E. Eisenstadt, 14 Hancock Rd.	279	321	303	248	266	195	215	269	188	232	2516
Walter A. Wright, 36 Maple St.	256	301	282	255	258	192	217	261	186	229	2437
Daniel P. Matthews, 1323 Highland Ave.	273	295	272	238	256	206	217	272	197	235	2461
Thomas J. Fay, 280 Nehoiden St.	241	295	257	232	244	206	192	230	177	218	2292
Stephen W. Merritt, 194 Webster St.	230	248	221	193	207	159	175	208	168	196	2005
David G. Eisenstadt, 14 Hancock Rd.	249	284	271	211	238	178	185	241	177	205	2239
Leo J. Coveney, 119 Fox Hill Rd.	232	270	263	239	265	212	201	238	188	221	2329
Barbara A. Doyle, 214 Elmwood Rd.	267	299	294	252	304	214	229	351	210	250	2670
Michael A. Heffernan, 99 Whitman Rd.	269	324	311	286	295	225	216	302	207	245	2630
John J. Ryan, 847 Webster St.	242	278	255	230	252	213	199	252	197	223	2341
Robert F. Myers, 1323 Highland Ave.	210	251	231	181	210	153	172	207	165	197	1977
Elizabeth M. Keil, 43 Kingsbury St.	223	248	238	211	227	178	183	222	180	199	2109
Anne Chisholm Fox, 238 Edgewater Dr.	232	270	261	231	260	177	189	256	181	223	2280
Carol S. Knapton, 100 Lawton Rd.	219	261	236	202	235	164	186	233	169	203	2108
Sidney J. Dockser, 98 Wayne Rd.	253	269	241	211	236	160	173	216	172	207	2138
Edward D. Murphy, 64 Mayflower Rd.	220	261	245	201	229	168	189	240	177	206	2136
Charles G. Wright, 36 Maple St.	219	264	240	214	216	164	179	211	170	195	2072
Sumner S. Fanger, 755 Greendale Ave.	250	266	244	206	232	162	178	254	169	211	2172
Susan D. Fleming, 22 Morton St.	244	274	240	219	237	183	194	244	183	210	2228
Mildred Bergen, 85 Stockdale Rd.	242	264	266	214	224	168	183	235	169	205	2170
Others	—	—	—	—	—	—	—	—	—	—	—
Blanks	9857	10310	11427	9823	9489	7747	7101	11944	6748	7684	92130

REPUBLICAN PARTY

	A	B	C	D	E	F	G	H	I	J	TOTAL
	293	526	742	631	664	365	462	574	408	506	5171
PRESIDENTIAL PREFERENCE											
John B. Anderson	89	194	220	178	172	115	158	167	125	167	1585
Howard H. Baker	17	18	34	35	33	12	16	35	19	22	241
George H. Bush	80	148	279	233	237	119	162	203	150	178	1789
John B. Connally	1	8	10	6	4	5	1	1	2	3	41
Ronald W. Reagan	93	137	164	163	193	88	109	139	95	112	1293
Robert J. Dole	0	3	3	2	4	2	3	1	1	2	21
Benjamin Fernandez	2	0	2	0	0	1	0	0	0	0	5
Harold Stassen	1	0	0	0	1	0	0	1	0	0	3
Philip M. Crane	2	2	4	2	8	6	1	12	3	7	47
No Preference	3	2	4	1	1	3	2	1	3	0	20
Others	3	7	5	3	4	2	2	7	2	4	39
Blanks	2	7	17	8	7	12	8	7	8	11	87
STATE COMMITTEE (MAN) (Norfolk, Bristol & Middlesex District)											
Frederick O. J. Muzi, Needham	185	330	411	372	351	209	210	333	227	313	2941
Thomas B. St. Clair, Wellesley	29	78	120	78	113	55	158	83	65	79	858
Dudley H. Willis, Sherborn	27	36	120	95	112	46	37	75	54	47	649
Others	—	—	—	—	—	1	—	—	—	—	1
Blanks	52	82	91	86	88	54	57	83	62	67	722
STATE COMMITTEE (WOMAN) (Norfolk, Bristol & Middlesex District)											
Virginia E. Hillman, No. Attleboro	18	45	44	35	45	34	29	33	33	32	348
Alice L. Morrison, Needham	218	382	571	495	512	271	345	441	294	392	3921
Others	—	—	—	—	—	—	—	—	—	—	—
Blanks	57	99	127	101	107	60	88	100	81	82	902
TOWN COMMITTEE											
H. Phillip Garrity, Jr., 11 Colby St.	176	315	502	398	466	234	288	386	275	328	3368
Louise V. Condon, 26 Hazleton Ave.	160	302	446	356	414	213	285	381	262	299	3118
Arthur F. Avakian, 28 Sunset Rd.	154	287	413	316	376	196	240	336	222	268	2808
Stanley R. Tippett, 78 Clarke Cir.	166	309	445	344	421	219	272	357	243	298	3074
Arthur E. Harkins, Jr., 67 Parker Rd.	164	293	445	357	419	222	271	359	251	320	3101
Carol Johnson Boulris, 203 Country Way	167	303	474	385	405	208	262	371	238	297	3110
Francis A. Facchetti, 48 Carey Rd.	165	299	446	363	396	237	260	356	250	301	3073
George P. Kelley, 1560 Great Plain Ave.	157	291	423	331	394	209	250	344	230	275	2904
Jane Achterkirchen, 47 Hazelton Ave.	151	277	401	321	370	195	246	326	224	263	2774
Charles L. Trieble, 24 Mellen St.	156	290	419	336	381	207	247	336	224	279	2875
Alice L. Morrison, 110 Country Way	175	328	490	401	450	240	276	387	256	317	3320
Henry D. Hersey, 45 Washington Ave.	184	325	508	414	471	242	319	393	279	332	3467
Philip A. Trussell, 841 Webster St.	158	306	449	360	417	213	258	357	249	296	3063
Robert A. Downs, 51 Virginia Rd.	152	290	422	340	391	207	244	337	231	290	2904
Robert W. Cutts, 70 Whitman Rd.	146	281	424	329	381	201	242	328	223	269	2824
Hrant H. Russian, 39 Alden Rd.	167	303	481	390	428	226	274	362	255	302	3188
Charles W. Wyckoff, 85 Pine St.	181	317	498	401	444	232	281	379	257	312	3302
Alden Eberly, 10 Lewis St.	170	307	457	382	431	228	267	354	258	302	3155
Elizabeth Anne Nowell, 15 Bancroft St.	156	289	417	330	390	206	248	330	230	273	2869
John Antonakes, 89 Washington Ave.	152	280	422	337	392	204	269	342	233	272	2903
Marcia M. Carleton, 132 Elmwood Rd.	183	331	502	409	469	249	304	416	274	329	3466
Robert C. Dawson, 244 Harris Ave.	158	304	462	386	439	228	275	393	270	310	3225
Frederick O. J. Muzi, 81 Bess Rd.	187	343	499	405	456	256	286	396	273	330	3431
Robert J. Vondenbrink, 119 Tower Ave.	151	288	421	331	392	212	260	351	235	295	2936
Raeburn B. Hathaway, Jr., 40 Dunster Rd.	151	281	425	343	395	207	262	341	237	290	2932
Frank B. Condon III, 26 Hazelton Ave.	146	288	414	340	391	210	262	355	252	287	2945
Gilbert W. Cox, Jr., 49 Colonial Rd.	177	321	518	424	476	256	298	392	286	334	3482
Nathaniel C. Fowler, 69 Eaton Rd.	156	277	417	341	398	207	251	347	230	277	2901
Lianne B. Relich, 37 Paul Revere Rd.	151	277	403	324	375	195	236	328	230	294	2813
Richard P. Melick, 100 Windsor Rd.	179	318	502	404	458	252	293	397	264	322	3389
Stanley Willox, 48 Coolidge Ave.	168	291	442	352	416	211	277	350	242	297	3046
Bernice H. Lowen, 121 Pine St.	155	282	415	329	373	199	239	326	219	262	2799
Gertrude H. Powell, 130 Winding River Rd.	154	275	411	334	381	200	245	334	219	269	2822
Joyce D. Higgins, 33 Parkinson St.	153	285	423	342	391	205	263	345	237	281	2925
Dana W. Story, Jr., 29 Perry Dr.	158	293	433	356	397	213	249	357	236	277	2969
Others	—	—	—	—	—	—	—	—	—	—	—
Blanks	4571	7964	10301	9474	8796	5136	6871	7541	5686	7363	73704

The ballots cast in the several precincts were returned to the Town Clerk in the sealed packages. The voting lists used at the entrances to the polling places and at the ballot boxes and copy of the precinct record were also returned, all properly sealed in conformance with the laws governing elections.

ROSE O. MACKENZIE, C.M.C.
Town Clerk

Attest:

TOWN ELECTION RECORDS

April 14, 1980

Pursuant to a Warrant issued by the Selectmen February 26, 1980, the Inhabitants of the Town of Needham qualified to vote in elections met at the polling places designated for the several precincts in said Needham on Monday, April 14, 1980, at forty-five minutes after six o'clock in the forenoon.

The meeting was called to order and the Warrant and Officer's Return were read by the Wardens of the Precincts, the reading of the articles in the Warrant being waived upon motion.

The ballot clerks were sworn to the faithful performance of their duties by their respective Wardens.

The polling places had been designated as follows:

Precinct A - William Carter School
Precinct B - Hillside School
Precinct C - Newman Junior High School
Precinct D - High Rock School
Precinct E - Pollard Junior High School
Precinct F - Highland Avenue School
Precinct G - Harris School
Precinct H - Broadmeadow School
Precinct I - William Mitchell School - Kindergarten
Precinct J - William Mitchell School - Gymnasium

The polls were opened at forty-five minutes after six o'clock in the forenoon and were kept open until eight o'clock in the afternoon.

Cards of instruction and specimen ballots were posted as required by Section 48, Chapter 54 of the General Laws.

ARTICLE 1

To choose by ballot the following Town Officers:

One Moderator for One Year;
One Selectman for Three Years;
One Town Clerk for Three Years;
One Assessor for Three Years;
Three members of School Committee for Three Years;
Two Trustees of Memorial Park for Three Years;
Two Trustees of Needham Public Library for Three Years;
One member of Board of Health for Three Years;
One member of Planning Board for Five Years;
One member of Needham Housing Authority for Five Years;
One member Commissioner of Trust Funds for Three Years;
Two members of the Park and Recreation Commission for Three Years;
Five Town Meeting Members from Precinct A for Three Years;
Ten Town Meeting Members from Precinct B for Three Years;
One Town Meeting Member from Precinct B for One Year;
Thirteen Town Meeting Members from Precinct C for Three Years;
Thirteen Town Meeting Members from Precinct D for Three Years;
Ten Town Meeting Members from Precinct E for Three Years;
Six Town Meeting Members from Precinct F for Three Years;
One Town Meeting Member from Precinct F for Two Years;
Seven Town Meeting Members from Precinct G for Three Years;
Nine Town Meeting Members from Precinct H for Three Years;
Two Town Meeting Members from Precinct H for Two Years;
Seven Town Meeting Members from Precinct I for Three Years;
Nine Town Meeting Members from Precinct J for Three Years;
One Town Meeting Member from Precinct J for One Year.

The ballot box returns in the Precincts were as follows:

PRECINCTS	A	B	C	D	E
7:00 A.M.	0	2	0	3	4
8:00 A.M.	2	12	10	20	17
9:00 A.M.	12	19	32	35	35
10:00 A.M.	23	37	55	48	58
11:00 A.M.	36	48	67	76	77
12:00 NOON	57	70	88	95	126
1:00 P.M.	70	93	123	124	141
2:00 P.M.	84	107	150	142	168
3:00 P.M.	108	136	171	168	186
4:00 P.M.	125	169	207	197	219
5:00 P.M.	163	200	243	252	260
6:00 P.M.	227	252	297	328	311
7:00 P.M.	265	275	365	370	359
8:00 P.M.	298	322	420	414	411

PRECINCTS	F	G	H	I	J
7:00 A.M.	1	0	0	1	2
8:00 A.M.	16	10	15	6	10
9:00 A.M.	38	25	37	19	25
10:00 A.M.	68	45	54	34	41
11:00 A.M.	86	68	76	48	55
12:00 NOON	116	92	99	64	73
1:00 P.M.	135	107	132	100	102
2:00 P.M.	175	143	159	130	118
3:00 P.M.	195	158	178	145	130
4:00 P.M.	218	180	221	170	158
5:00 P.M.	241	240	259	215	199
6:00 P.M.	293	298	332	273	241
7:00 P.M.	335	335	388	338	307
8:00 P.M.	369	389	449	351	377

(The absentees are included in the Total Vote)

TOTAL VOTE CAST: 3800 - 21%

The Town Clerk and the Board of Registrars upon receipt of the returns from the several precincts forthwith canvassed the same and announced the official results at 10:00 P.M., April 14, 1980.

	PRECINCTS										
	A	B	C	D	E	F	G	H	I	J	TOTAL
Total Number of Votes Cast	298	322	420	414	411	369	389	449	351	377	3800
MODERATOR (For one year) (Vote for One)											
Richard P. Melick	202	226	319	314	312	272	306	329	278	291	2849
Other	1	1	0	0	0	0	0	1	0	0	3
Blanks	95	95	101	100	99	97	83	119	73	86	948
SELECTMAN (For three years) (Vote for One)											
H. Phillip Garrity, Jr.	146	186	292	238	288	231	252	277	247	248	2405
George E. Peznola	132	116	108	147	109	117	110	157	86	96	1178
Other	0	0	0	0	0	0	0	0	0	0	0
Blanks	20	20	20	29	14	21	27	15	18	33	217
TOWN CLERK (For three years) (Vote for One)											
Rose O. Mackenzie	220	252	358	342	326	304	325	357	302	306	3092
Other	1	0	0	0	0	0	0	0	0	0	1
Blanks	77	70	62	72	85	65	64	92	49	71	707
ASSESSOR (For three years) (Vote for One)											
Herbert L. Dodge	137	153	254	231	272	226	208	251	212	243	2187
James A. Newslow	128	142	134	143	101	111	134	153	107	95	1248
Others	0	0	0	0	0	0	0	0	0	0	0
Blanks	33	27	32	40	38	32	47	45	32	39	365
SCHOOL COMMITTEE (For three years) (Vote for Three)											
Carol Johnson Boulris	167	185	269	254	232	204	255	243	203	212	2224
Joan W. Swartz	171	161	234	228	203	176	204	228	187	214	2006
John E. Carroll	176	214	275	270	292	253	281	327	247	250	2585
Other	0	0	1	4	0	0	0	1	0	2	8
Blanks	380	406	481	486	506	474	427	548	416	453	4577
TRUSTEES OF MEMORIAL PARK (For three years) (Vote for Two)											
Robert C. Dawson	148	175	285	250	272	223	250	296	227	251	2377
Roger D. Goodwin	146	185	223	201	192	206	190	210	192	196	1941
Andrew L. Lawson	140	135	164	193	176	149	162	193	123	133	1568
Other	1	0	0	0	0	0	0	0	0	0	1
Blanks	161	149	168	184	182	160	176	199	160	174	1713
TRUSTEES OF NEEDHAM PUBLIC LIBRARY (For three years) (Vote for Two)											
Roma Jean Brown	193	222	288	274	290	246	279	316	249	249	2603
Charles C. Henderson	186	200	259	250	247	251	249	276	217	227	2362
Other	0	0	0	0	0	0	0	0	0	0	0
Blanks	217	222	293	304	285	241	250	306	236	278	2632
BOARD OF HEALTH (For three years) (Vote for One)											
John D. Fernald	216	230	306	304	310	272	285	324	266	272	2785
Other	0	0	0	0	0	0	0	0	0	0	0
Blanks	82	92	114	110	101	97	104	125	85	105	1015
PLANNING BOARD (For five years) (Vote for One)											
Stanley R. Tippett	197	209	297	282	280	256	276	303	246	270	2616
Other	0	0	0	0	0	0	0	0	0	0	0
Blanks	101	113	123	132	131	113	113	146	105	107	1184
NEEDHAM HOUSING AUTHORITY (For five years) (Vote for One)											
Aleda H. Bailey	153	190	281	268	277	223	256	290	223	229	2390
George S. Marks	94	82	93	102	70	92	75	93	78	72	851
Other	0	0	0	0	0	0	0	0	0	0	0
Blanks	51	50	46	44	64	54	58	66	50	76	559

	PRECINCTS										
	A	B	C	D	E	F	G	H	I	J	TOTAL
COMMISSIONER OF TRUST FUNDS (For three years) (Vote for One)											
Alden Eberly	202	210	297	294	283	260	275	289	238	259	2607
Other	0	0	0	0	0	0	0	0	0	0	0
Blanks	96	112	123	120	128	109	114	160	113	118	1193
PARK AND RECREATION COMMISSION (For three years) (Vote for Two)											
Shirley R. Baker	113	99	136	103	91	109	110	121	84	105	1071
Normand L. Provencher	91	87	147	145	203	99	187	198	154	167	1478
Robert Lee Sullivan, Jr.	110	165	224	239	234	231	196	252	188	203	2042
Charles G. Wright	137	130	189	160	130	140	157	159	138	132	1472
Other	0	0	0	0	0	0	0	0	0	0	0
Blanks	145	163	144	181	164	159	128	168	138	147	1537

TOWN MEETING MEMBERS

*Not Elected

PRECINCT A (For three years) (Vote for not more than Five)

Francis G. Denneen	200	*David Newman	115
Lillian A. Henley	127	Kathleen M. Barry	131
Herbert H. Landy	133	*Malcolm J. Dougherty	84
Stephen W. Merritt	144	*Mary E. Linnane	125

PRECINCT B (For three years) (Vote for not more than Ten)

Agnes M. Bassett	169	Frederick Waldman	144
William F. Coughlin	167	Elise B. Wellington	163
Daniel C. Henderson	168	Lois M. Duffy	184
G. Leonard McIntosh	149	Susan Glazer	160
David S. Tobin	152	Lee B. Manning	151

PRECINCT B (For one year) (Vote for not more than One)

Joseph P. Carroll, Jr.	209

PRECINCT C (For three years) (Vote for not more than Thirteen)

Ellen M. Canavan	202	Thomas J. Marcucelli, Jr.	160
Mary Ann Carovillano	200	Morriss A. Smith	170
Philip A. Christophe	229	Lida Eisenstadt	175
Gilbert W. Cox, Jr.	245	Steven N. Jacques	230
Richard W. Davis	205	Joseph Mulcahy	122
Robert E. Hawes	205	*Mary J. P. O'Brien	109
Harry M. Hilton	189	*Fred J. Shaughnessy, Jr.	97
James J. Mahoney, Jr.	173	*Marilyn M. Shaughnessy	91

PRECINCT D (For three years) (Vote for not more than Thirteen)

John W. Aubcewicz	168	Richard L. Malconian	175
*Edward S. Cahalane	148	Ronald L. Morrison	204
Edward L. Davis, Jr.	212	Joyce S. Rockmore	184
Alden Eberly	220	Donald F. Russell	186
Victor E. Gatto	259	Betty C. Snell	207
Jonathan Leavitt	177	Dennis X. Condon	204
Arthur J. Lewis	191	Stephen W. Lappen	171
		*Nicholas Polymeros	142

PRECINCT E (For three years) (Vote for not more than Ten)

Sidney F. Austin	147	James L. Kenefick	154
William C. Bauer	154	Donald E. Kidd	166
Frank L. Bridges	174	*David A. Knapton	137
Roma Jean Brown	208	*Rosalind Mortimer-Maddox	135
Daniel L. Comiskey	142	*James A. Brett	125
*Daniel J. Gleason	125	Mary H. Dickert	168
Barbara Coveney Harkins	191	*Henry C. Gill, Jr.	130
		John G. Mulvihill	158

PRECINCT F (For three years) (Vote for not more than Six)

Brendan R. Fay	233	Thomas J. Fay	202
Susan D. Fleming	213	*Glenn A. Marston	152
Charles J. Hely	167	Gregory C. Nanigian	203
Arthur M. Tiernan, Jr.	238		

PRECINCT F (For two years) (Vote for not more than One)

Michael R. Coppock	240

PRECINCT G (For three years) (Vote for not more than Seven)

*Gerald R. Anderson	144	George L. Keleher	147
*John Antonakes	129	Frederick J. Lynch, Jr.	192
Peter W. Carre	176	Vincent C. Nuccio	160
Robert E. Chase	166	John J. Pudil	160
*Robert D. Hall, Jr.	145	*Robert B. Robertson	131
*Diane Perry Matthews	115		
Stanley Willox	149		

PRECINCT H (For three years) (Vote for not more than Nine)

Willard R. Bliss	233	Edward B. Murphy	239
Robert G. Carleton	253	Elizabeth C. Helm	228
John E. Carroll	275	*Owen M. Kilcommins	123
Barbara A. Doyle	249	Paul W. Lowney	171
*Jean W. Hutchinson	153	George E. Peznola	216
Richard A. McKern	201		

PRECINCT H (For two years) (Vote for not more than Two)

William R. Beckman	301	Peter B. Finn	244

PRECINCT I (For three years) (Vote for not more than Seven)

Howard E. Bamforth	233	Roy A. Kelley	210
Peter B. Benfield	197	Elaine E. Messias	172
Jeffrey H. Bunce	187	Kenneth M. Morrison	233
John W. Day	214	*Raymond J. Snay	153

PRECINCT J (For three years) (Vote for not more than Nine)

Foster S. Crook	172	Asa M. Small	178
Julius T. Fedel	164	*Stanley B. Billings	131
Jean R. Fox	205	*Philip F. Mulvey, III	142
John J. Gill	197	*Melanie A. Prescott	75
Arthur E. Harkins, Jr.	210	*Joan W. Swartz	142
Robert E. Kettlety	188	Lois L. Tilles	146
Marcia C. Mather	154		

PRECINCT J (For one year) (Vote for not more than One)

William R. Dermody	180	*Donna M. Mullin	108

The ballots cast in the several precincts were returned to the Town Clerk in the sealed containers. The voting lists used at the entrances to the polling places and at the ballot boxes and a copy of the precinct record of the election were also returned, all properly sealed in conformity with the laws governing elections.

Adjourned at 10:00 P.M., April 14, 1980.

ATTEST: ROSE O. MACKENZIE, C.M.C.
Town Clerk

RECOUNT OF VOTES CAST FOR
MEMBER OF PARK AND
RECREATION COMMISSION

May 3, 1980

A petition having been filed for a recount of the votes cast for member of the Park and Recreation Commission at the Town Election held April 14, 1980, the recount was conducted under the provisions of Chapter 54, Section 135 of the General Laws, as amended. A canvass of all votes cast for that office was held in the Cafeteria at Newman Junior High School on Saturday, May 3, 1980, at 10 o'clock A.M. Mr. Charles G. Wright and Mr. Normand L. Provencher were represented by counsel and by observers at each table. The recount was held under the supervision of the Board of Registrars, with the following results:

Shirley R. Baker, 60 Nardone Rd.	1,070
Normand L. Provencher, 59 Coolidge Ave.	1,479
Robert Lee Sullivan, Jr., 281 Warren St.	2,042
Charles G. Wright, 36 Maple St.	1,472
Blanks	1,537
Total Ballots Cast	3,800

The canvass was completed at 12:30 o'clock P.M., May 3, 1980, and the ballots were repacked in containers which were sealed and placed in the custody of the Town Clerk.

ROSE O. MACKENZIE, C.M.C.
Town Clerk
Clerk of the Board of Registrars

ANNUAL TOWN MEETING FOR THE
TRANSACTION OF BUSINESS

May 5, 1980

Pursuant to a Warrant issued by the Selectmen February 26, 1980, the Inhabitants of the Town of Needham qualified to vote in Town affairs met in the Derwood A. Newman Junior High School on Monday, May 5, 1980, at 7:30 o'clock in the afternoon.

The checkers appointed by the Selectmen were sworn to the faithful performance of their duties by the Town Clerk.

Check lists were used and 285 voters, including 237 Town Meeting Members, were checked on the list as being present.

The meeting was called to order at 7:30 o'clock by Moderator Richard P. Melick. The colors were presented by Eagle Scouts Douglas P. Greymont and James M. Brenan, Girl Scout Jennifer Sargent and Campfire Girl Kerri O'Leary, while those present stood and joined in singing "God Bless America," accompanied by the Retired Men's Club orchestra under the direction of Mr. James Cowie.

Rabbi Ira A. Korff, Temple Aliyah, gave the invocation. Following this the call to the meeting and the officer's return were read by the Town Clerk, the reading of the articles in the Warrant being waived upon motion.

The Moderator declared a quorum was present and requested the Town Clerk to so record.

The Town Meeting Members were sworn to the faithful performance of their duties by the Town Clerk.

The Moderator announced the following ground rules and these were adopted unanimously:

1. A speaker will be ruled out of order who refers to personalities. Let us remember that we are one Town Meeting Family with a common goal: the best interest of the community.

2. Rise to be recognized and address the chair; speak your name so that the Town Clerk can complete her records.

3. Time limits of debate:

   15 minutes - Committee chairmen, proponents, attorneys representing proponents.

   10 minutes - Town Meeting Members, attorneys representing other than proponents.

   5 minutes - Non-Town Meeting Members, visitors other than attorneys.

4. Disclosure required by one employed as an attorney by another who is interested in a matter; General By-Laws, Art. I, section 5.

Unanimous consent also was given to adopt a rule that one who speaks to the merits of a matter not be permitted to move the previous question immediately after speaking.

The Moderator announced that he will be out of State next Monday, May 12, and it was agreed to call off this meeting, that the Town Clerk and Chairman of the Board of Selectmen will adjourn said meeting on Monday, May 12, for lack of a quorum, the third meeting to be held on Wednesday, May 14.

Changes in affirmative motions as contrasted with articles were noted by the Moderator.

The Moderator asked unanimous consent to omit the reading of the articles and to refer to them by number only. Any Town Meeting Member who wished to "question" or "debate" should so indicate when the number was called and those articles not so indicated would be adopted by unanimous consent. There was no objection and the Moderator declared this method to be adopted unanimously.

The Moderator then proceeded to call each article in the Warrant by number commencing with Article No. 2. No Town Meeting Member responded with "question" or "debate" to the following articles: 2, 3, 4, 5, 12, 13, 14, 17, 19, 38, 39, and 41.

The Moderator called each of the above-mentioned articles by number and no objection was heard to adoption by unanimous consent. The Moderator stated that the Town Counsel had filed copies of an affirmative motion for each article with the Town Clerk on April 29, 1980, and that the motions had been available for public scrutiny since that date. It was moved that all affirmative motions for the above-mentioned articles be adopted by unanimous consent. It was so unanimously voted and the Town Clerk was requested to so record. As a result thereof, said articles and the votes thereunder are as follows:

ARTICLE 2

To hear and act on the reports of Town Officers and Committees.

MOVED: That the Town act on the reports of Town Officers and Committees.

ACTION: So voted by unanimous vote.

ARTICLE 3

To see if the Town will vote to authorize the Town Treasurer, with the approval of the Selectmen, to borrow money, from time to time in anticipation of the revenue of the financial year beginning July 1, 1980 in accordance with the provisions of General Laws, Chapter 44, Section 4, and to issue a note or notes therefor, payable within a year, and to renew any note or notes as may be given for a period of less than one year in accordance with General Laws, Chapter 44, Section 17; or take any other action relative thereto.

MOVED: That the Town authorize the Town Treasurer, with the approval of the Selectmen, to borrow money, from time to time in anticipation of the revenue of the financial year beginning July 1, 1980 in accordance with the provisions of General Laws, Chapter 44, Section 4, and to issue a note or notes therefor, payable within a year, and to renew any note or notes as may be given for a period of less than one year in accordance with General Laws, Chapter 44, Section 17.

ACTION: So voted by unanimous vote.

ARTICLE 4

To see what disposition the Town will make of monies received pursuant to General Laws, Chapter 140, Section 172 as the Town's share of the unexpended balance of the Dog Fund.

MOVED: That the sum of $3,130. received pursuant to General Laws, Chapter 140, Section 172 as the Town's share

of the unexpended balance of the Dog Fund be appropriated for use by the Public Library.

ACTION: So voted by unanimous vote.

ARTICLE 5

To see if the Town will appropriate the sum of $1,879.14 for the purpose of paying the Needham Guidance Clinic (Newton Guidance Clinic) for the balance of unpaid services rendered to the Town of Needham during the fiscal year 1979, under a contractual agreement between the Newton Guidance Clinic and the Board of Health, dated July first, or take any other action relative thereto.

MOVED: That the Town appropriate the sum of $1,879.14 for the purpose of paying the Needham Guidance Clinic (Newton Guidance Clinic) for the balance of unpaid services rendered to the Town of Needham during the fiscal year 1979, under a contractual agreement between the Newton Guidance Clinic and the Board of Health, dated July first, said sum to be raised from the current tax levy.

ACTION: So voted by unanimous vote.

ARTICLE 12

To see if the Town will vote to authorize the Board of Selectmen to accept and enter into contract for the expenditure of any funds allotted or to be allotted by the Commonwealth and/or County for the construction, reconstruction and improvement of Town roads; or take any other action relative thereto.

MOVED: That the Town authorize the Board of Selectmen to accept and enter into contract for the expenditure of any funds allotted or to be allotted by the Commonwealth and/or County for the construction, reconstruction and improvement of Town roads.

ACTION: So voted by unanimous vote.

ARTICLE 13

To see if the Town will vote to accept the following Streets or portions thereof, constructed by developers under the requirements of the Subdivision Control Law and as laid out by the Board of Selectmen according to plans on file with the Town Clerk.

CANTERBURY LANE	South Street to 1,218 feet Northerly
GEORGE AGGOTT ROAD	Canterbury Lane Westerly 431 feet to 1958 Acceptance
LANTERN LANE	Chestnut Street to 517 feet Easterly
SURREY LANE	Lantern Lane to 295 feet Northerly

including the taking or acceptance of easements as shown on said plans; or take any other action relative thereto.

MOVED: That the Town accept the following Streets or portions thereof, constructed by developers under the requirements of the Subdivision Control Law and as laid out by the Board of Selectmen, according to plans on file with the Town Clerk.

CANTERBURY LANE	South Street to 1,218 feet Northerly
GEORGE AGGOTT ROAD	Canterbury Lane Westerly 431 feet to 1958 Acceptance
LANTERN LANE	Chestnut Street to 517 feet Easterly
SURREY LANE	Lantern Lane to 295 feet Northerly

including the taking or acceptance of easements as shown on said plans

ACTION: So voted by unanimous vote.

ARTICLE 14

To see if the Town will authorize the installation of street lights in the following ways as petitioned for by the abutters;

CANTERBURY LANE
GEORGE AGGOTT ROAD
LANTERN LANE
SURREY LANE

raise and appropriate the sum of $1,000. for said purpose; or take any other action relative thereto.

MOVED: That the Town authorize the installation of street lights in the following ways as petitioned for by the abutters;

CANTERBURY LANE
GEORGE AGGOTT ROAD
LANTERN LANE
SURREY LANE

raise and appropriate the sum of $1,000. for said purpose; said sum to be raised from the current tax levy.

ACTION: So voted by unanimous vote.

ARTICLE 17

To see if the Town will vote to raise and appropriate the sum of $6,250. for expenses (Town salaries and wages being included in the budget) for sewer main construction in certain streets and ways as petitioned for by abutters under the provisions of law authorizing the assessment of betterments, where applicable, and for various intercepting sewers in public ways and private lands; determine how said sum shall be raised, whether by a transfer from the Sewer Assessment Reserve Account, or from other available funds, from current tax levy or by borrowing or by two or more of said means, and how expended; or take any other action relative thereto.

MOVED: That the Town appropriate the sum of $6,250. for expenses (Town salaries and wages being included in the budget) for sewer main construction in certain streets and ways as petitioned for by abutters under the provisions of law authorizing the assessment of betterments, where applicable, and for various intercepting sewers in public ways and private lands; said sum shall be raised by a transfer from the Sewer Assessment Reserve Account.

ACTION: So voted by unanimous vote.

ARTICLE 19

To see if the Town will vote to raise and appropriate the sum of $22,000. for expenses (Town salaries and wages being included in the budget) for laying and relaying water mains for the development and improvement of the system; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise, and how expended; or take any other action relative thereto.

MOVED: That the Town appropriate the sum of $22,000. for expenses (Town salaries and wages being included in the budget) for laying and relaying water mains for the development and improvement of the system; said sum to be raised from the current tax levy.

ACTION: So voted by unanimous vote.

ARTICLE 38

To see if the Town will vote to continue the Future School Needs Committee, its members to be appointed by the Town bodies, as originally established by vote under Article 77 of the 1951 Annual Town Meeting and last continued by vote under Article 36 of the 1979 Annual Town Meeting; direct and authorize said Committee to continue its work of making a study of the Town on desirable sites for school building purposes as heretofore authorized and to report with its recommendations to the 1981 Annual Town Meeting or sooner; or take any other action relative thereto.

MOVED: That the Town continue the Future School Needs Committee, its members to be appointed by the Town bodies, as originally established by vote under Article 77 of the 1951 Annual Town Meeting and last continued by vote under Article 36 of the 1979 Annual Town Meeting; direct and authorize said Committee to continue its work of making a study of the Town on desirable sites for school building purposes as heretofore authorized and to report with its recommendations to the 1981 Annual Town Meeting or sooner.

ACTION: So voted by unanimous vote.

ARTICLE 39

To see if the Town will vote to continue the Public Safety Committee initially established by vote of the Town under Article 14 of the 1974 Annual Town Meeting and recently continued by vote of the Town under Article 37 of the 1979 Annual Town Meeting; said committee to report to the next Annual Town Meeting or sooner; or take any other action relative thereto.

MOVED: That the Town continue the Public Safety Committee initially established by vote of the Town under Article 14 of the 1974 Annual Town Meeting and recently continued by vote of the Town under Article 37 of the 1979 Annual Town Meeting; said committee to report to the next Annual Town Meeting or sooner.

ACTION: So voted by unanimous vote.

ARTICLE 41

To see if the Town will vote to continue the Solid Waste Disposal Study Committee, established by vote of the 1966 Annual Town Meeting under Article 73 and last continued by vote under Article 39 of the 1979 Annual Town Meeting; direct and authorize said Committee to continue to investigate all methods of collection and disposal of solid waste; said Committee to report to the Capital Budget Sub-Committee and to the 1981 Annual Town Meeting or sooner; or take any other action relative thereto.

MOVED: That the Town continue the Solid Waste Disposal Study Committee, established by vote of the 1966 Annual Town Meeting under Article 73 and last continued by vote under Article 39 of the 1979 Annual Town Meeting; direct and authorize said Committee to continue to investigate all methods of collection and disposal of solid waste; said Committee to report to the Capital Budget Sub-Committee and to the 1981 Annual Town Meeting or sooner.

ACTION: So voted by unanimous vote.

At this time the Moderator proceeded to the remaining articles in the Warrant.

ARTICLE 6

To see if the Town will vote to fix the compensation of the following elected officers of the Town as of July 1, 1980 as required by the General Laws, Chapter 41, Section 108, and as recommended by the Personnel Board, and subject to the longevity provisions of paragraph (j) of Section 20 of the Consolidated Personnel By-Law as follows:

Assessor, Chairman	$ 1,800
Assessor, others	1,500
Selectman, Chairman	1,800
Selectmen, others	1,500
Town Clerk	17,901

MOVED: That the Town fix the compensation of the following elected officers of the Town as of July 1, 1980 as required by the General Laws, Chapter 41, Section 108, and as recommended by the Personnel Board, and subject to the longevity provisions of paragraph (j) of Section 20 of the Consolidated Personnel By-Law as follows:

Assessor, Chairman	$ 1,800
Assessor, others	1,500
Selectman, Chairman	1,800
Selectmen, others	1,500
Town Clerk	19,333

Mr. Edward Kennedy, Chairman, Personnel Board, made general comments regarding the personnel articles noting that negotiations have been successfully completed with all six bargaining units, and that they are recommending a salary increase of 8% for the Town Clerk and all full-time and permanent part-time employees covered by Schedule B-1 and some part-time employees under Schedule C.

A motion to amend Article 6 was offered by Mr. Andrew M. Carlin.

MOVED: That the main motion under Article 6 be amended by deleting

"Assessor, Chairman	$ 1,800.
Assessor, others	1,500.";

and by substituting therefor the following:

"Assessor (including Chairman)	$ 3,700".

Mr. Herbert L. Dodge spoke on the motion to amend, outlining the Assessors' pay scales over the past few years and requesting the increase to $3,700. for each Assessor, which was the pay recommended eight years ago.

After a discussion, Mr. Carlin's motion to amend was presented, but when put to a vote failed to pass.

ACTION: The main motion was presented and carried by voice vote.

ARTICLE 7

To see if the Town will vote to ratify, confirm and approve the action of the Personnel Board authorized by Section 20 of the Consolidated Personnel By-Laws approving the employment of certain municipal employees at a step rate greater than the minimum rate established for the respective positions involved, said action taken by the Personnel Board occurred since the 1979 Annual Town Meeting; or take any other action relative thereto.

MOVED: That the Town ratify, confirm and approve the action of the Personnel Board authorized by Section 20 of the Consolidated Personnel By-Laws approving the employment of certain municipal employees at a step rate greater than the minimum rate established for the respective positions involved, said action taken by the Personnel Board occurred since the 1979 Annual Town Meeting.

ACTION: So voted by unanimous vote.

ARTICLE 8

To see if the Town will vote to ratify, confirm and approve the action of the Personnel Board, authorized by Section 15 of the Consolidated Personnel By-Law, in establishing new classifications and the compensation therefor. Said action taken by the Personnel Board occurred since the 1979 Annual Town Meeting; or take any other action relative thereto.

MOVED: That the Town ratify, confirm and approve the action of the Personnel Board, authorized by Section 15 of the Consolidated Personnel By-Law, in establishing new classifications and the compensation therefor. Said action taken by the Personnel Board occurred since the 1979 Annual Town Meeting. Personnel Board members explained the changes proposed under Schedule A, as follows:

- Senior Programmer S-20, effective 7/1/80
- Administrative Clerk, Personnel S-7, effective 3/31/80
- Administrative Assistant, DPW S-20, effective 7/1/80
- Personnel Officer S-20, effective 5/30/80

The following changes in schedule A were also proposed:

1. Director of Finance S-30 to S-33 effective 3/31/80
2. Council on Aging Executive Director part-time to full-time S-15 effective 7/1/80
3. Associate Director of Council on Aging part-time to full-time S-9 effective 7/1/80
4. Executive Secretary, Selectmen S-26 to S-33 effective 3/31/80
5. Memorial Park Supervisor S-17 to S-18 effective 7/1/80
6. Garage and Equipment Supervisor S-20 to S-22 effective 7/1/80
7. Public Works Dispatcher S-17 to W-4 effective 7/1/80
8. Clerk, Veterans' Benefits reduced from S-9 to S-5 effective 4/1/80
9. (3) Principal Clerks S-6 to (1) clerk, DPW S-7, (1) Clerk, Payroll and Bookkeeping, DPW S-7 and (1) Records Clerk, DPW S-7 effective 7/1/80.

An extended discussion followed relative to the merging of the position of Selectmen's Executive Secretary with Personnel Director. A motion to amend was offered by Jerome Buckley to retain the two separate titles in the table of organization.

MOVED: To amend Schedule A as follows:

(1) "4. Executive Secretary, Selectmen S-26 to S-33 effective 3/31/80" be amended and ratifed by adding "/Personnel Director" after "Secretary" and deleting "Selectmen", and

(2) delete "Personnel Director S-28 be deleted from Schedule A".

After further discussion, Mr. Norman Meier moved the previous question and it was so voted. Mr. Buckley's motion to amend was presented and failed to carry.

ACTION: The main motion was presented and carried by voice vote.

ARTICLE 9

To see if the Town will vote to amend Section 22 of the Consolidated Personnel By-Law, so called (General By-Laws Article IX) by adding a new sub-paragraph (e) hereinafter quoted and to follow the existing sub-paragraph (d) and by renumbering the existing sub-paragraphs (e), (f), (g), (h) and (i) to (f), (g), (h), (i), and (j), respectively; said new sub-paragraph (e) to read as follows:

> "Vacation leave of five weeks with full pay shall be granted to any such employee who has been employed by the Town for Twenty-two years or more. Eligibility for the fifth week shall be effective after January 1st of the calendar year in which the 22nd anniversary date of such employees falls.";

or take any other action relative thereto.

MOVED: That the town amend Section 22 of the Consolidated Personnel By-Law, so called (General By-Laws Article IX) by adding a new sub-paragraph (e) hereinafter quoted and to follow the existing sub-paragraph (d) and by renumbering the existing sub-paragraphs (e), (f), (g), (h) and (i) to (f), (g), (h), (i), and (j), respectively; said new sub-paragraph (e) to read as follows:

> "Vacation leave of five weeks with full pay shall be granted to any such employee who has been employed by the Town for Twenty-two years or more. Eligibility for the fifth week shall be effective after January 1st of the calendar year in which the 22nd anniversary date of such employees falls."

ACTION: So voted by voice vote.

ARTICLE 10

To see if the Town will vote to amend the Consolidated Personnel By-Law of the Town by striking out Section 17 thereof in its entirety and by substituting therefore the following:

NOTE: The following is the text of the existing Section 17. Any revisions to Section 17 will be provided to Town Meeting Members as early as possible before May 7, 1980.

"SECTION 17. CLASSIFICATION and STANDARD RATES of COMPENSATION of the PAID APPOINTIVE SERVICE. Except as otherwise required by State Law, the classes of positions in this paid appointive service by the Town other than those in the service of the School Department and Glover Memorial Hospital and the Standard rates of compensation thereof effective July 1, 1980, and the compensation of positions classified by the Director of Civil Service effective July 1, 1980 shall be as follows:

SCHEDULE A

Alphabetical list of full-time and part-time position classes and allocation to compensation grade or schedule:

Class Title	Grade or Schedule
Accounting Clerk	S-7
Accounting Clerk, Benefits	S-7
Accounts Payable Clerk	S-9
Activity Instructor or Supervisor (P.T.)	Schedule C
Administrative Assessor	S-25
Administrative Clerk, Assesssors	S-11
Administrative Clerk, Building	S-8
Administrative Clerk, D.P.W.	S-11
Administrative Clerk, Health	S-9
Administrative Clerk, Park & Recreation	S-9
Administrative Clerk, Planning	S-7
Administrative Clerk, Selectmen	S-9
Administrative Clerk, Town Clerk	S-7
Administrative Clerk, Treasurer/Tax Collector	S-11
Animal Inspector (P.T.)	Schedule C
Arts & Crafts Workshop Assistant (P.T.)	Schedule C
Arts & Crafts Workshop Director (P.T.)	Schedule C
Assistant Cataloger	S-8
Assistant Children's Librarian	S-8
Assistant Director of Public Library	S-18
Assistant Pool Supervisor (P.T.)	Schedule C
Assistant Recreation Supervisor (P.T.)	Schedule C
Assistant Superintendent (Fire Alarm)	FA-2
Assistant Town Clerk	S-10
Associate Director of Council on Aging (P.T.)	Schedule C
Athletic Official or Referee (P.T.)	Schedule C
Branch Librarian	S-10
Building Inspector (Substitute) (P.T.)	Schedule C
Bus Driver	Schedule C
Call Firefighter (P.T.)	Schedule C
Canvasser (P.T.)	Schedule C
Captain of Lifeguards (P.T.)	Schedule C
Captain of Swim Instructors (P.T.)	Schedule C
Caseworker	S-20
Cataloger	S-15
Children's Librarian	S-15
Circulation Supervisor	S-11
Civil Engineer, Grade I	S-10
Civil Engineer, Grade II	S-14
Civil Engineer, Grade III (2)	S-17
Civil Engineer, Grade IV	S-21
Clerk	S-1
Clerk (P.T.)	Schedule C
Clerk, Health	S-5
Clerk, Park and Recreation	S-5
Clerk, Police	S-7
Clerk, Treasurer & Tax Collector	S-7
Clerk, Veterans' Benefits	S-9
Clerk, Youth Commission	S-5
Clerk, Typist, Treasurer & Tax Collector	S-5
Committee Secretary (P.T.)	Schedule C
Council on Aging Executive Director (P.T.)	Schedule C
Custodial Worker	S-5
Data Processing Manager	S-24
Day Camp Director (P.T.)	Schedule C
Day Camp Counselor (P.T.)	Schedule C
Dental Hygienist	S-7
Dental Hygienist (P.T.)	Schedule C
Dentist (P.T.)	Schedule C
Deputy Fire Chief (10)	F-4
Director of Civil Defense	Schedule C
Director of Finance	S-30
Director of Parks & Recreation	S-24
Director of Public Library	S-24
Director of Public Works (8)	S-35
Division Superintendent (Highway) (1)	S-25
Division Superintendent (Park) (1)	S-25
Division Superintendent (Sewer) (1)	S-25
Division Superintendent (Water) (1)	S-25
Dog Officer	S-11
Employment Counselor	S-15
Equipment Mechanic	W-6
Equipment Welder	W-6
Executive Clerk	S-10
Executive Secretary, Selectmen	S-26
Excise Tax Clerk - Assessors	S-7
Finance Committee Executive Secretary (P.T.)	Schedule C
Fire Captain (10)	F-3
Fire Chief	F-5
Firefighter (5) (10)	F-1
Fire Lieutenant (10)	F-2
Garage and Equipment Supervisor	S-20
Garage Mechanic	W-4
General Foreman - Highway, Sewer, Water Divisions	S-20
Gymnastics Workshop Director (P.T.)	Schedule C
Gymnastics Workshop Assistant (P.T.)	Schedule C
Heavy Motor Equipment Operator	W-4
Inspector of Buildings	S-23
Inspector of Plumbing	S-18
Inspector of Wires	S-18
Junior Building Custodian	S-7
Junior Building Custodian (P.T.)	Schedule C
Junior Sailing Instructor (P.T.)	Schedule C
Key Punch Operator	S-6
Key Punch Operator, Junior	S-4
Key Punch Operator, Senior	S-9
Laborer	W-1
Laborer, Senior	W-2
Library Assistant I	S-3
Library Assistant I (P.T.)	Schedule C
Library Assistant II	S-5
Library Assistant II (P.T.)	Schedule C
Library Page (P.T.)	Schedule C
Lifeguard (P.T.)	Schedule C
Lineman	FA-1
Maintenance Man	W-3

Master Mechanic	W-8
Memorial Park Supervisor	S-17
Meter Repairman	W-4
Minibus Coordinator	Schedule C
Motor Equipment Operator	W-2
Nutritionist	S-15
Patrolman (3) (6) (7) (10)	P-2
Personnel Director	S-28
Planning Director	S-26
Playground Director (P.T.)	Schedule C
Playleader (P.T.)	Schedule C
Plumbing and Gas Inspector (Substitute) (P.T.)	Schedule C
Police Chief	P-5
Police Lieutenant (10) (11) (6)	P-4
Police Maintenance Man	S-11
Police Matron (P.T.)	Schedule C
Police Sergeant (3) (4) (6) (7) (9) (10)	P-3
Pool Booth Attendant (P.T.)	Schedule C
Pool Maintenance Worker (P.T.)	Schedule C
Pool Supervisor (P.T.)	Schedule C
Principal Clerk	S-6
Programmer/Computer Operator	S-15
Property Betterment Clerk, Assessors	S-7
Property Transfer and Land Records Clerk, Assessors	S-9
Provisional Appointee (Police Dept.)	P-1
Public Health Nurse	S-15
Public Works Craftsman	W-4
Public Works Dispatcher	S-17
Public Works Inspector	S-14
Public Works Specialist	W-5
Pumping Station Operator	W-4
Racquet Sports Camp Assistant (P.T.)	Schedule C
Racquet Sports Camp Director (P.T.)	Schedule C
Recreation Supervisor (P.T.)	Schedule C
Reference Librarian	S-15
Reference Librarian (P.T.)	Schedule C
Reference Supervisor	S-16
Registrar of Voters (P.T.)	Schedule C
Sanitarian	S-19
Sanitarian (Substitute) (P.T.)	Schedule C
Sealer of Weights and Measures (P.T.)	Schedule C
Senior Building Custodian	S-11
Senior Clerk	S-4
Senior Sailing Instructor (P.T.)	Schedule C
Shovel Operator	W-6
Storekeeper	W-2
Student Draftsman and Rodman (P.T.)	Schedule C
Swim Instructor (P.T.)	Schedule C
Switchboard Operator	S-3
Temporary Janitor (P.T.)	Schedule C
Temporary Laborer (P.T.)	Schedule C
Tennis Court Monitor (P.T.)	Schedule C
Tennis Specialist (P.T.)	Schedule C
Tennis Supervisor (P.T.)	Schedule C
Town Comptroller	S-24
Town Counsel (P.T.)	Schedule C
Town Engineer (1)	S-27
Town Treasurer and Tax Collector	S-24
Traffic Supervisor (P.T.)	Schedule C
Tree Climber	W-4
Veterans' Agent (P.T.)	Schedule C
Water Meter Reader	W-3
Wiring Inspector (Substitute) (P.T.)	Schedule C
Working Foreman	W-6
Young Adults Librarian	S-15
Youth Coordinator	S-24

SCHEDULE A FOOTNOTES

(1) Additional $100.00 per month when assigned to and performing the duties of Assistant Director of Public Works.

(2) Additional $100.00 per month when assigned to and performing the duties of Office Manager as designated by the Director of Public Works.

(3) Additional $750.00 per year when assigned to and performing the duties of Detective as designated by the Police Chief.

(4) Additional $40.00 per month when assigned to and performing the duties of Station Commander as designated by the Police Chief.

(5) Additional $75.00 per month when assigned to and performing the duties of Equipment Mechanic as designated by the Fire Chief.

(6) Additional 5% of base salary when assigned permanently to the night shifts as designated by the Police Chief.

(7) Additional $50.00 per month when assigned to and performing the duties of a Specialist - Youth Officer as designated by the Police Chief.

(8) Said Director shall be the Superintendent of Public Works within the meaning of Section 20 to 30, inclusive, of the Needham Special Home Rule Charter Act (Acts of 1971, c. 403), and shall be appointed in the manner, and shall exercise the powers and duties of such Superintendent, specified in said act.

(9) Additional $750.00 per year when assigned to and performing the duties of Principal Prosecuting Officer as designated by the Police Chief.

(10) Additional $300.00 per year when certified and acting as Emergency Medical Technician.

(11) Additional $300.00 per year when assigned to and performing the duties of Acting Police Chief as designated by the Police Chief.

(12) Additional $50.00 per month when assigned to and performing the duties of Assistant Town Engineer as designated by the Director of Public Works.

(13) Additional $75.00 per month when assigned to and performing the duties of Fire Inspector as designated by the Fire Chief.

SCHEDULE B-1

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
S-35	28,430	29,473	30,511	31,568	32,662
S-34	27,393	28,430	29,473	30,511	31,568
S-33	26,351	27,393	28,430	29,473	30,511
S-32	25,401	26,351	27,393	28,430	29,473
S-31	24,448	25,401	26,351	27,393	28,430
S-30	23,591	24,448	25,401	26,351	27,393
S-29	22,737	23,591	24,448	25,401	26,351
S-28	21,882	22,737	23,591	24,448	25,401
S-27	21,124	21,882	22,737	23,591	24,448
S-26	20,365	21,124	21,882	22,737	23,591
S-25	19,618	20,365	21,124	21,882	22,737
S-24	18,948	19,618	20,365	21,124	21,882
S-23	18,279	18,948	19,618	20,365	21,124
S-22	17,615	18,279	18,948	19,618	20,365
S-21	16,955	17,615	18,279	18,948	19,618
S-20	16,382	16,955	17,615	18,279	18,948
S-19	15,807	16,382	16,955	17,615	18,279
S-18	15,244	15,807	16,382	16,955	17,615
S-17	14,681	15,244	15,807	16,382	16,955
S-16	14,206	14,681	15,244	15,807	16,382
S-15	13,729	14,206	14,681	15,244	15,807
S-14	13,252	13,729	14,206	14,681	15,244
S-13	12,777	13,252	13,729	14,206	14,681
S-12	12,300	12,777	13,252	13,729	14,206
S-11	11,823	12,300	12,777	13,252	13,729
S-10	11,447	11,823	12,300	12,777	13,252
S-9	11,064	11,447	11,823	12,300	12,777
S-8	10,687	11,064	11,447	11,823	12,300
S-7	10,309	10,687	11,064	11,447	11,823
S-6	9,930	10,309	10,687	11,064	11,447
S-5	9,548	9,930	10,309	10,687	11,064
S-4	9,258	9,548	9,930	10,309	10,687
S-3	8,978	9,258	9,548	9,930	10,309
S-2	8,697	8,978	9,258	9,548	9,930
S-1	8,412	8,697	8,978	9,258	9,548

SCHEDULE B-2

POLICE SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
P-5		28,746	29,706	30,660	31,618
P-4		19,856	20,600	21,342	22,082
P-3			16,806	17,436	18,691
P-2		14,183	14,714	15,244	15,773
P-1			14,183	14,714	15,244

SCHEDULE B-3

FIRE SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
F-5		28,746	29,706	30,660	31,618
F-4		20,122	20,794	21,462	22,132
F-3				19,163	19,761
F-2		16,529	17,081	17,630	18,180
F-1	13,894	14,373	14,853	15,330	15,809

SCHEDULE B-4

FIRE ALARM SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
FA-2	16,851	17,439	18,119	18,801	19,489
FA-1	14,612	15,100	15,680	16,258	16,851

SCHEDULE B-5

HOURLY WAGE SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
W-8	6.64	6.89	7.13	7.40	7.69
W-7	6.43	6.64	6.89	7.13	7.40
W-6	6.17	6.43	6.64	6.89	7.13
W-5	5.93	6.17	6.43	6.64	6.89
W-4	5.72	5.93	6.17	6.43	6.64
W-3	5.50	5.72	5.93	6.17	6.43
W-2	5.34	5.50	5.72	5.93	6.17
W-1	5.15	5.34	5.50	5.72	5.93

SCHEDULE C

RATES FOR PART-TIME AND SEASONAL POSITION CLASSES

	Minimum	Maximum
Activity Instructor or Supervisor (P.T.)		
Group A (per session)		15.00
Group B (per session)		18.00
Group C (per session)		21.00
Group D (per session)		25.00
Group E (per session)		32.00
Animal Inspector (P.T.) (per annum)		1,723.00
Arts and Crafts Workshop Assistant (P.T.) (per hour)		3.00
Arts and Crafts Workshop Director (P.T.) (per hour)		3.29
Assistant Pool Supervisor (P.T.) (per hour)		3.66
Assistant Recreation Supervisor (P.T.) (per hour)		3.45
Associate Director of Council on Aging (P.T.) (30 hours weekly)		10,222.00
Athletic Officials or Referee		
Group A (per session)		5.00
Group B (per session)		7.50
Group C (per session)		10.00
Group D (per session)		12.50
Group E (per session)		15.00
Building Inspector (substitute) (P.T.) (per diem)		41.00
(or per inspection)		12.00
Bus Driver (P.T.) (per hour)		3.29
Call Firefighter (P.T.) (per annum)		877.00
Canvasser (P.T.) (per hour)		3.00
Captain of Lifeguards (P.T.) (per hour)		3.66
Captain of Swim Instructors		3.66
Clerk (P.T.) (per hour)		2.90
Committee Secretary (P.T.)(per hour)		4.59
Council on Aging Executive Director (P.T.) (per annum) (30 hours)		12,646.00
Day Camp Counselor (P.T.) (per hour)		3.00
Day Camp Director (P.T.) (per hour)		3.29
Dental Hygienist (P.T.) (per hour)		4.51
Dentist (P.T.) (per diem)		62.00
Director of Civil Defense (per annum)		1,500.00
Finance Committee Executive Secretary (P.T.) (per annum)		4,738.00
Gymnastics Workshop Assistant (P.T.) (per hour)		3.00
Gymnastics Workshop Director (P.T.) (per hour)		3.29

Junior Building Custodian (P.T.) (per hour)	4.51
Junior Sailing Instructor (P.T.) (per hour)	3.20
Library Assistant I (P.T.) (per hour)	3.68
Library Assistant II (P.T.) (per hour)	4.17
Library Page (P.T.) (per hour)	
Effective 7/1/79	2.50
Effective 7/1/80	2.70
Lifeguard (P.T.) (per hour)	3.20
Minibus Coordinator (P.T.) (per annum)	4,675.00
Playground Director (P.T.) (per hour)	3.10
Playleader (P.T.) (per hour)	2.90
Plumbing and Gas Inspector (substitute) (P.T.) (per diem)	41.00
(or per inspection)	12.00
Police Matron (P.T.) (per hour)	2.50
(or minimum)	8.00
Pool Booth Attendant (P.T.) (per hour)	3.10
Pool Maintenance Worker (P.T.) (per hour)	3.20
Pool Supervisor	4.13
Racquet Sports Camp Assistant (P.T.) (per hour)	3.00
Racquet Sports Camp Director (P.T.) (per hour)	3.10
Recreation Supervisor (P.T.) (per hour)	3.97
Reference Librarian (P.T.) (per hour)	6.00
Registrar of Voters (P.T.) (per annum)	400.00
Sanitarian (substitute) (P.T.) (per diem)	27.00
Sealer of Weights and Measures (P.T.) (per annum)	3,969.00
Senior Sailing Instructor (P.T.) (per hour)	3.45
Student Draftsman and Rodman (P.T.)	
First Year Student (per hour)	3.20
Second Year Student (per hour)	3.50
Third Year Student (per hour)	3.85
Fourth Year Student (per hour)	3.95
Fifth Year Student (per hour)	4.05
Swim Instructor (P.T.) (per hour)	3.20
Temporary Janitor (P.T.) (per hour)	2.90
Temporary Laborer	
First Year (per hour)	2.90
Second Year (per hour)	2.95
Third Year (per hour)	3.00
Fourth Year (per hour)	3.05
Fifth Year (per hour)	3.10
Tennis Court Monitor (P.T.) (per hour)	3.00
Tennis Specialist (P.T.) (per hour)	3.29
Tennis Supervisor (P.T.) (per hour)	3.45
Town Counsel (P.T.) (per annum)	23,538.00
Traffic Supervisor (P.T.) (per month)	299.00
Veterans' Agent (P.T.) (per annum)	7,547.00
Wiring Inspector (substitute) (P.T.) (per diem)	41.00
(or per inspection)	12.00

MOVED: That the Town amend the Consolidated Personnel By-Law of the Town by striking out Section 17 thereof in its entirety and by substituting therefor the following:

"SECTION 17. CLASSIFICATION and STANDARD RATES of COMPENSATION of the PAID APPOINTIVE SERVICE. Except as otherwise required by State Law, the classes of positions in this paid appointive service by the Town other than those in the service of the School Department and Glover Memorial Hospital and the Standard rates of compensation thereof effective July 1, 1980, and the compensation of positions classified by the Director of Civil Service effective July 1, 1980 shall be as follows:

SCHEDULE A

Alphabetical list of full-time and part-time position classes and allocation to compensation grade or schedule:

Class Title	Grade or Schedule
Accounting Clerk	S-7
Accounting Clerk, Benefits	S-7
Accounts Payable Clerk	S-7
Activity Instructor or Supervisor (P.T.)	Schedule C
Administrative Assessor	S-25
Administrative Assistant, D.P.W.	S-20
Administrative Clerk, Assesssors	S-11
Administrative Clerk, Building	S-8
Administrative Clerk, D.P.W.	S-11
Administrative Clerk, Health	S-9
Administrative Clerk, Park & Recreation	S-9
Administrative Clerk, Personnel	S-7
Administrative Clerk, Planning	S-7
Administrative Clerk, Selectmen	S-9
Administrative Clerk, Town Clerk	S-7
Administrative Clerk, Treasurer/Tax Collector	S-11
Animal Inspector (P.T.)	Schedule C
Arts & Crafts Workshop Assistant (P.T.)	Schedule C
Arts & Crafts Workshop Director (P.T.)	Schedule C
Assistant Cataloger	S-8
Assistant Children's Librarian	S-8
Assistant Director of Public Library	S-18
Assistant Pool Supervisor (P.T.)	Schedule C
Assistant Recreation Supervisor (P.T.)	Schedule C
Assistant Superintendent (Fire Alarm)	FA-2
Assistant Town Clerk	S-10
Associate Director of Council on Aging	S-9
Athletic Official or Referee (P.T.)	Schedule C
Branch Librarian	S-10
Building Inspector (Substitute) (P.T.)	Schedule C
Bus Driver	Schedule C
Call Firefighter (P.T.)	Schedule C
Canvasser (P.T.)	Schedule C
Captain of Lifeguards (P.T.)	Schedule C
Captain of Swim Instructors (P.T.)	Schedule C
Caseworker	S-20
Cataloger	S-15
Children's Librarian	S-15
Circulation Supervisor	S-11
Civil Engineer, Grade I	S-10
Civil Engineer, Grade II	S-14
Civil Engineer, Grade III (2)	S-17
Civil Engineer, Grade IV	S-21
Clerk	S-1
Clerk (P.T.)	Schedule C
Clerk, D.P.W.	S-7

Clerk, Health	S-5
Clerk, Park and Recreation	S-5
Clerk, Payroll & Bookkeeping, D.P.W.	S-7
Clerk, Police	S-7
Clerk, Treasurer & Tax Collector	S-7
Clerk, Veterans' Benefits	S-5
Clerk, Youth Commission	S-5
Clerk, Typist, Treasurer & Tax Collector	S-5
Committee Secretary (P.T.)	Schedule C
Council on Aging Executive Director	S-15
Custodial Worker	S-5
Data Processing Manager	S-24
Day Camp Director (P.T.)	Schedule C
Day Camp Counselor (P.T.)	Schedule C
Dental Hygienist	S-7
Dental Hygienist (P.T.)	Schedule C
Dentist (P.T.)	Schedule C
Deputy Fire Chief (10)	F-4
Director of Civil Defense	Schedule C
Director of Finance	S-33
Director of Parks & Recreation	S-24
Director of Public Library	S-24
Director of Public Works (8)	S-35
Division Superintendent (Highway) (1)	S-25
Division Superintendent (Park) (1)	S-25
Division Superintendent (Sewer) (1)	S-25
Division Superintendent (Water) (1)	S-25
Dog Officer	S-11
Employment Counselor	S-15
Equipment Mechanic	W-6
Equipment Welder	W-6
Executive Clerk	S-10
Executive Secretary, Selectmen	S-33
Excise Tax Clerk - Assessors	S-7
Finance Committee Executive Secretary (P.T.)	Schedule C
Fire Captain (10)	F-3
Fire Chief	F-5
Firefighter (5) (10)	F-1
Fire Lieutenant (10)	F-2
Garage and Equipment Supervisor	S-22
Garage Mechanic	W-4
General Foreman - Highway, Sewer, Water Divisions	S-20
Gymnastics Workshop Director (P.T.)	Schedule C
Gymnastics Workshop Assistant (P.T.)	Schedule C
Heavy Motor Equipment Operator	W-4
Inspector of Buildings	S-23
Inspector of Plumbing	S-18
Inspector of Wires	S-18
Junior Building Custodian	S-7
Junior Building Custodian (P.T.)	Schedule C
Junior Sailing Instructor (P.T.)	Schedule C
Key Punch Operator	S-6
Key Punch Operator, Junior	S-4
Key Punch Operator, Senior	S-9
Laborer	W-1
Laborer, Senior	W-2
Library Assistant I	S-3
Library Assistant I (P.T.)	Schedule C
Library Assistant II	S-5
Library Assistant II (P.T.)	Schedule C
Library Page (P.T.)	Schedule C
Lifeguard (P.T.)	Schedule C
Lineman	FA-1
Maintenance Man	W-3
Master Mechanic	W-8
Memorial Park Supervisor	S-18
Meter Repairman	W-4
Minibus Coordinator	Schedule C
Motor Equipment Operator	W-2
Nutritionist	S-15
Patrolman (3) (6) (7) (10)	P-2
Personnel Officer	S-20
Planning Director	S-26
Playground Director (P.T.)	Schedule C
Playleader (P.T.)	Schedule C
Plumbing and Gas Inspector (Substitute) (P.T.)	Schedule C
Police Chief	P-5
Police Lieutenant (10) (11) (6)	P-4
Police Maintenance Man	S-11
Police Matron (P.T.)	Schedule C
Police Sergeant (3) (4) (6) (7) (9) (10)	P-3
Pool Booth Attendant (P.T.)	Schedule C
Pool Maintenance Worker (P.T.)	Schedule C
Pool Supervisor (P.T.)	Schedule C
Principal Clerk	S-6
Programmer/Computer Operator	S-15
Property Betterment Clerk, Assessors	S-7
Property Transfer and Land Records Clerk, Assessors	S-9
Provisional Appointee (Police Dept.)	P-1
Public Health Nurse	S-15
Public Works Craftsman	W-4
Public Works Dispatcher	W-4
Public Works Inspector	S-14
Public Works Specialist	W-5
Pumping Station Operator	W-4
Racquet Sports Camp Assistant (P.T.)	Schedule C
Racquet Sports Camp Director (P.T.)	Schedule C
Records Clerk, D.P.W.	S-7
Recreation Supervisor (P.T.)	Schedule C
Reference Librarian	S-15
Reference Librarian (P.T.)	Schedule C
Reference Supervisor	S-16
Registrar of Voters (P.T.)	Schedule C
Sanitarian	S-19
Sanitarian (Substitute) (P.T.)	Schedule C
Sealer of Weights and Measures (P.T.)	Schedule C
Senior Building Custodian	S-11
Senior Clerk	S-4
Senior Programmer	S-20
Senior Sailing Instructor (P.T.)	Schedule C
Shovel Operator	W-6
Storekeeper	W-2
Student Draftsman and Rodman (P.T.)	Schedule C
Swim Instructor (P.T.)	Schedule C
Switchboard Operator	S-3
Temporary Janitor (P.T.)	Schedule C
Temporary Laborer (P.T.)	Schedule C
Tennis Court Monitor (P.T.)	Schedule C
Tennis Specialist (P.T.)	Schedule C
Tennis Supervisor (P.T.)	Schedule C
Town Comptroller	S-24
Town Counsel (P.T.)	Schedule C
Town Engineer (1)	S-27
Town Treasurer and Tax Collector	S-24
Traffic Supervisor (P.T.)	Schedule C
Tree Climber	W-4
Veterans' Agent (P.T.)	Schedule C
Water Meter Reader	W-3
Wiring Inspector (Substitute) (P.T.)	Schedule C
Working Foreman	W-6
Young Adults Librarian	S-15
Youth Coordinator	S-24

SCHEDULE A FOOTNOTES

(1) Additional $100.00 per month when assigned to and performing the duties of Assistant Director of Public Works.
(2) Additional $100.00 per month when assigned to and performing the duties of Office Manager as designated by the Director of Public Works.
(3) Additional $900.00 per year when assigned to and performing the duties of Detective as designated by the Police Chief.
(4) Additional $40.00 per month when assigned to and performing the duties of Station Commander as designated by the Police Chief.
(5) Additional $75.00 per month when assigned to and performing the duties of Equipment Mechanic as designated by the Fire Chief.
(6) Additional 5% of base salary when assigned permanently to the night shifts as designated by the Police Chief.
(7) Additional $50.00 per month when assigned to and performing the duties of a Specialist - Youth Officer as designated by the Police Chief.
(8) Said Director shall be the Superintendent of Public Works within the meaning of Section 20 to 30, inclusive, of the Needham Special Home Rule Charter Act (Acts of 1971, c. 403), and shall be appointed in the manner, and shall exercise the powers and duties of such Superintendent, specified in said act.
(9) Additional $750.00 per year when assigned to and performing the duties of Principal Prosecuting Officer as designated by the Police Chief.
(10) The following additional amounts when certified and acting as Emergency Medical Technician: Patrolman, Police Sergeant - $400.00 per year; Firefighter, Fire Lieutenant, Fire Captain - .0235 of base rate per year; Deputy Fire Chief - $465.00 per year.
(11) Additional $300.00 per year when assigned to and performing the duties of Acting Police Chief as designated by the Police Chief.
(12) Additional $50.00 per month when assigned to and performing the duties of Assistant Town Engineer as designated by the Director of Public Works.
(13) Additional $75.00 per month when assigned to and performing the duties of Fire Inspector as designated by the Fire Chief.
(14) Additional $50.00 per month when assigned to and performing the duties of Safety Officer as designated by the Police Chief.

SCHEDULE B-1

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
S-35	30,704	31,831	32,952	34,093	35,275
S-34	29,584	30,704	31,831	32,952	34,093
S-33	28,459	29,584	30,704	31,831	32,952
S-32	27,433	28,459	29,584	30,704	31,831
S-31	26,404	27,433	28,459	29,584	30,704
S-30	25,478	26,404	27,433	28,459	29,584
S-29	24,556	25,478	26,404	27,433	28,459
S-28	23,633	24,556	25,478	26,404	27,433
S-27	22,814	23,633	24,556	25,478	26,404
S-26	21,994	22,814	23,633	24,556	25,478
S-25	21,187	21,994	22,814	23,633	24,556
S-24	20,464	21,187	21,994	22,814	23,633
S-23	19,741	20,464	21,187	21,994	22,814
S-22	19,024	19,741	20,464	21,187	21,994
S-21	18,311	19,024	19,741	20,464	21,187
S-20	17,693	18,311	19,024	19,741	20,464
S-19	17,072	17,693	18,311	19,024	19,741
S-18	16,464	17,072	17,693	18,311	19,024
S-17	15,855	16,464	17,072	17,693	18,311
S-16	15,342	15,855	16,464	17,072	17,693
S-15	14,827	15,342	15,855	16,464	17,072
S-14	14,312	14,827	15,342	15,855	16,464
S-13	13,799	14,312	14,827	15,342	15,855
S-12	13,284	13,799	14,312	14,827	15,342
S-11	12,769	13,284	13,799	14,312	14,827
S-10	12,363	12,769	13,284	13,799	14,312
S-9	11,949	12,363	12,769	13,284	13,799
S-8	11,542	11,949	12,363	12,769	13,284
S-7	11,134	11,542	11,949	12,363	12,769
S-6	10,724	11,134	11,542	11,949	12,363
S-5	10,312	10,724	11,134	11,542	11,949
S-4	9,999	10,312	10,724	11,134	11,542
S-3	9,696	9,999	10,312	10,724	11,134
S-2	9,393	9,696	9,999	10,312	10,724
S-1	9,085	9,393	9,696	9,999	10,312

SCHEDULE B-2

POLICE SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
P-5		31,046	32,082	33,112	34,148
P-4		21,752	22,565	23,379	24,245
P-3			18,831	19,510	20,233
P-2		15,318	15,891	16,464	17,074
P-1			15,318	15,891	16,464

SCHEDULE B-3

FIRE SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
F-5		31,046	32,082	33,112	34,148
F-4		22,043	22,778	23,510	24,245
F-3				20,696	21,342
F-2		17,851	18,447	19,040	19,634
F-1	15,006	15,523	16,041	16,556	17,074

SCHEDULE B-4

FIRE ALARM SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
FA-2	18,199	18,834	19,569	20,305	21,048
FA-1	15,781	16,308	16,934	17,559	18,199

SCHEDULE B-5

HOURLY WAGE SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
W-8	7.17	7.44	7.70	7.99	8.31
W-7	6.94	7.17	7.44	7.70	7.99
W-6	6.66	6.94	7.17	7.44	7.70
W-5	6.40	6.66	6.94	7.17	7.44
W-4	6.18	6.40	6.66	6.94	7.17
W-3	5.95	6.18	6.40	6.66	6.94
W-2	5.77	5.95	6.18	6.40	6.66
W-1	5.56	5.77	5.95	6.18	6.40

SCHEDULE C

RATES FOR PART-TIME AND SEASONAL POSITION CLASSES

	Minimum	Maximum
Activity Instructor or Supervisor (P.T.)		
Group A (per session)		15.00
Group B (per session)		18.00
Group C (per session)		21.00
Group D (per session)		25.00
Group E (per session)		32.00
Animal Inspector (P.T.) (per annum)		1,861.00
Arts and Crafts Workshop Assistant (P.T.) (per hour)		3.24
Arts and Crafts Workshop Director (P.T.) (per hour)		3.55
Assistant Pool Supervisor (P.T.) (per hour)		3.95
Assistant Recreation Supervisor (P.T.) (per hour)		3.73
Athletic Officials or Referee		
Group A (per session)		5.00
Group B (per session)		7.50
Group C (per session)		10.00
Group D (per session)		12.50
Group E (per session)		15.00
Building Inspector (substitute) (P.T.) (per diem)		41.00
(or per inspection)		12.00
Bus Driver (P.T.) (per hour)		3.55
Call Firefighter (P.T.) (per annum)		877.00
Canvasser (P.T.) (per hour)		3.24
Captain of Lifeguards (P.T.) (per hour)		3.95
Captain of Swim Instructors		3.95
Clerk (P.T.) (per hour)		3.10
Committee Secretary (P.T.)(per hour)		4.95
Day Camp Counselor (P.T.) (per hour)		3.24
Day Camp Director (P.T.) (per hour)		3.55
Dental Hygienist (P.T.) (per hour)		4.87
Dentist (P.T.) (per diem)		67.00
Director of Civil Defense (per annum)		1,500.00
Finance Committee Executive Secretary (P.T.) (per annum)		5,117.00
Gymnastics Workshop Assistant (P.T.) (per hour)		3.24
Gymnastics Workshop Director (P.T.) (per hour)		3.55
Junior Building Custodian (P.T.) (per hour)		4.87
Junior Sailing Instructor (P.T.) (per hour)		3.46
Library Assistant I (P.T.) (per hour)		3.97
Library Assistant II (P.T.) (per hour)		4.50
Library Page (P.T.) (per hour)		2.80
Lifeguard (P.T.) (per hour)		3.46
Minibus Coordinator (P.T.) (per annum)		5,049.00
Playground Director (P.T.) (per hour)		3.35
Playleader (P.T.) (per hour)		3.13
Plumbing and Gas Inspector (substitute) (P.T.) (per diem)		41.00
(or per inspection)		12.00
Police Matron (P.T.) (per hour)		2.50
(or minimum)		8.00
Pool Booth Attendant (P.T.) (per hour)		3.35
Pool Maintenance Worker (P.T.) (per hour)		3.46
Pool Supervisor		4.46
Racquet Sports Camp Assistant (P.T.)(per hour)		3.24
Racquet Sports Camp Director (P.T.) (per hour)		3.35
Recreation Supervisor (P.T.) (per hour)		4.29
Reference Librarian (P.T.) (per hour)		6.48
Registrar of Voters (P.T.) (per annum)		400.00
Sanitarian (substitute) (P.T.) (per diem)		27.00
Sealer of Weights and Measures (P.T.) (per annum)		4,287.00
Senior Sailing Instructor (P.T.) (per hour)		3.73
Student Draftsman and Rodman (P.T.)		
First Year Student (per hour)		4.57
Second Year Student (per hour)		4.76
Third Year Student (per hour)		4.94
Fourth Year Student (per hour)		5.12
Fifth Year Student (per hour)		5.30
Swim Instructor (P.T.) (per hour)		3.46
Temporary Janitor (P.T.) (per hour)		3.13
Temporary Laborer		
First Year (per hour)		3.25
Second Year (per hour)		3.50
Third Year (per hour)		3.75
Fourth Year (per hour)		4.00
Fifth Year (per hour)		4.25
Tennis Court Monitor (P.T.) (per hour)		3.24
Tennis Specialist (P.T.) (per hour)		3.55
Tennis Supervisor (P.T.) (per hour)		3.73
Town Counsel (P.T.) (per annum)		25,421.00
Traffic Supervisor (P.T.) (per month)		323.00
Veterans' Agent (P.T.) (per annum)		8,151.00
Wiring Inspector (substitute) (P.T.) (per diem)		41.00
(or per inspection)		12.00

A motion to amend was offered by Mr. Roy A. Kelley to change the figure in Schedule C for Library Page (P.T.) (per hour) from $2.80 to $3.10 and for Police Matron (P.T.) (per hour) from $2.50 to $3.10, and when put to a vote said motion carried by voice vote.

The main motion, as amended, was presented.

MOVED: That the Town amend the Consolidated Personnel By-Law of the Town by striking out Section 17 thereof in its entirety and by substituting therefor the following:

"SECTION 17. CLASSIFICATION and STANDARD RATES of COMPENSATION of the PAID APPOINTIVE SERVICE. Except as otherwise required by State Law, the classes of positions in this paid appointive service by the Town other than those in the service of the School Department and Glover Memorial Hospital and the Standard rates of compensation thereof effective July 1, 1980, and the compensation of positions classified by the Director of Civil Service effective July 1, 1980 shall be as follows:

SCHEDULE A

Alphabetical list of full-time and part-time position classes and allocation to compensation grade or schedule:

Class Title	Grade or Schedule
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Accounting Clerk, Benefits	S-7
Accounts Payable Clerk	S-7
Activity Instructor or Supervisor (P.T.)	Schedule C
Administrative Assessor	S-25
Administrative Assistant, D.P.W.	S-20
Administrative Clerk, Assesssors	S-11
Administrative Clerk, Building	S-8
Administrative Clerk, D.P.W.	S-11
Administrative Clerk, Health	S-9
Administrative Clerk, Park & Recreation	S-9
Administrative Clerk, Personnel	S-7
Administrative Clerk, Planning	S-7
Administrative Clerk, Selectmen	S-9
Administrative Clerk, Town Clerk	S-7
Administrative Clerk, Treasurer/Tax Collector	S-11
Animal Inspector (P.T.)	Schedule C
Arts & Crafts Workshop Assistant (P.T.)	Schedule C
Arts & Crafts Workshop Director (P.T.)	Schedule C
Assistant Cataloger	S-8
Assistant Children's Librarian	S-8
Assistant Director of Public Library	S-18
Assistant Pool Supervisor (P.T.)	Schedule C
Assistant Recreation Supervisor (P.T.)	Schedule C
Assistant Superintendent (Fire Alarm)	FA-2
Assistant Town Clerk	S-10
Associate Director of Council on Aging	S-9
Athletic Official or Referee (P.T.)	Schedule C
Branch Librarian	S-10
Building Inspector (Substitute) (P.T.)	Schedule C
Bus Driver	Schedule C
Call Firefighter (P.T.)	Schedule C
Canvasser (P.T.)	Schedule C
Captain of Lifeguards (P.T.)	Schedule C
Captain of Swim Instructors (P.T.)	Schedule C
Caseworker	S-20
Cataloger	S-15
Children's Librarian	S-15
Circulation Supervisor	S-11
Civil Engineer, Grade I	S-10
Civil Engineer, Grade II	S-14
Civil Engineer, Grade III (2)	S-17
Civil Engineer, Grade IV	S-21
Clerk	S-1
Clerk (P.T.)	Schedule C
Clerk, D.P.W.	S-7
Clerk, Health	S-5
Clerk, Park and Recreation	S-5
Clerk, Payroll & Bookkeeping, D.P.W.	S-7
Clerk, Police	S-7
Clerk, Treasurer & Tax Collector	S-7
Clerk, Veterans' Benefits	S-5
Clerk, Youth Commission	S-5
Clerk, Typist, Treasurer & Tax Collector	S-5
Committee Secretary (P.T.)	Schedule C
Council on Aging Executive Director	S-15
Custodial Worker	S-5
Data Processing Manager	S-24
Day Camp Director (P.T.)	Schedule C
Day Camp Counselor (P.T.)	Schedule C
Dental Hygienist	S-7
Dental Hygienist (P.T.)	Schedule C
Dentist (P.T.)	Schedule C
Deputy Fire Chief (10)	F-4
Director of Civil Defense	Schedule C
Director of Finance	S-33
Director of Parks & Recreation	S-24
Director of Public Library	S-24
Director of Public Works (8)	S-35
Division Superintendent (Highway) (1)	S-25
Division Superintendent (Park) (1)	S-25
Division Superintendent (Sewer) (1)	S-25
Division Superintendent (Water) (1)	S-25
Dog Officer	S-11
Employment Counselor	S-15
Equipment Mechanic	W-6
Equipment Welder	W-6
Executive Clerk	S-10
Executive Secretary, Selectmen	S-26
Excise Tax Clerk - Assessors	S-7
Finance Committee Executive Secretary (P.T.)	Schedule C
Fire Captain (10)	F-3
Fire Chief	F-5
Firefighter (5) (10)	F-1
Fire Lieutenant (10)	F-2
Garage and Equipment Supervisor	S-22
Garage Mechanic	W-4
General Foreman - Highway, Sewer, Water Divisions	S-20
Gymnastics Workshop Director (P.T.)	Schedule C
Gymnastics Workshop Assistant (P.T.)	Schedule C
Heavy Motor Equipment Operator	W-4
Inspector of Buildings	S-23
Inspector of Plumbing	S-18
Inspector of Wires	S-18
Junior Building Custodian	S-7
Junior Building Custodian (P.T.)	Schedule C
Junior Sailing Instructor (P.T.)	Schedule C
Key Punch Operator	S-6
Key Punch Operator, Junior	S-4
Key Punch Operator, Senior	S-9
Laborer	W-1
Laborer, Senior	W-2
Library Assistant I	S-3
Library Assistant I (P.T.)	Schedule C
Library Assistant II	S-5
Library Assistant II (P.T.)	Schedule C
Library Page (P.T.)	Schedule C
Lifeguard (P.T.)	Schedule C
Lineman	FA-1
Maintenance Man	W-3
Master Mechanic	W-8
Memorial Park Supervisor	S-18
Meter Repairman	W-4
Minibus Coordinator	Schedule C
Motor Equipment Operator	W-2
Nutritionist	S-15
Patrolman (3) (6) (7) (10)	P-2
Personnel Officer	S-20
Planning Director	S-26
Playground Director (P.T.)	Schedule C
Playleader (P.T.)	Schedule C
Plumbing and Gas Inspector (Substitute) (P.T.)	Schedule C
Police Chief	P-5
Police Lieutenant (10) (11) (6)	P-4
Police Maintenance Man	S-11

Police Matron (P.T.)	Schedule C
Police Sergeant (3) (4) (6) (7) (9) (10)	P-3
Pool Booth Attendant (P.T.)	Schedule C
Pool Maintenance Worker (P.T.)	Schedule C
Pool Supervisor (P.T.)	Schedule C
Principal Clerk	S-6
Programmer/Computer Operator	S-15
Property Betterment Clerk, Assessors	S-7
Property Transfer and Land Records Clerk, Assessors	S-9
Provisional Appointee (Police Dept.)	P-1
Public Health Nurse	S-15
Public Works Craftsman	W-4
Public Works Dispatcher	W-4
Public Works Inspector	S-14
Public Works Specialist	W-5
Pumping Station Operator	W-4
Racquet Sports Camp Assistant (P.T.)	Schedule C
Racquet Sports Camp Director (P.T.)	Schedule C
Records Clerk, D.P.W.	S-7
Recreation Supervisor (P.T.)	Schedule C
Reference Librarian	S-15
Reference Librarian (P.T.)	Schedule C
Reference Supervisor	S-16
Registrar of Voters (P.T.)	Schedule C
Sanitarian	S-19
Sanitarian (Substitute) (P.T.)	Schedule C
Sealer of Weights and Measures (P.T.)	Schedule C
Senior Building Custodian	S-11
Senior Clerk	S-4
Senior Programmer	S-20
Senior Sailing Instructor (P.T.)	Schedule C
Shovel Operator	W-6
Storekeeper	W-2
Student Draftsman and Rodman (P.T.)	Schedule C
Swim Instructor (P.T.)	Schedule C
Switchboard Operator	S-3
Temporary Janitor (P.T.)	Schedule C
Temporary Laborer (P.T.)	Schedule C
Tennis Court Monitor (P.T.)	Schedule C
Tennis Specialist (P.T.)	Schedule C
Tennis Supervisor (P.T.)	Schedule C
Town Comptroller	S-24
Town Counsel (P.T.)	Schedule C
Town Engineer (1)	S-27
Town Treasurer and Tax Collector	S-24
Traffic Supervisor (P.T.)	Schedule C
Tree Climber	W-4
Veterans' Agent (P.T.)	Schedule C
Water Meter Reader	W-3
Wiring Inspector (Substitute) (P.T.)	Schedule C
Working Foreman	W-6
Young Adults Librarian	S-15
Youth Coordinator	S-24

SCHEDULE A FOOTNOTES

(1) Additional $100.00 per month when assigned to and performing the duties of Assistant Director of Public Works.

(2) Additional $100.00 per month when assigned to and performing the duties of Office Manager as designated by the Director of Public Works.

(3) Additional $900.00 per year when assigned to and performing the duties of Detective as designated by the Police Chief.

(4) Additional $40.00 per month when assigned to and performing the duties of Station Commander as designated by the Police Chief.

(5) Additional $75.00 per month when assigned to and performing the duties of Equipment Mechanic as designated by the Fire Chief.

(6) Additional 5% of base salary when assigned permanently to the night shifts as designated by the Police Chief.

(7) Additional $50.00 per month when assigned to and performing the duties of a Specialist - Youth Officer as designated by the Police Chief.

(8) Said Director shall be the Superintendent of Public Works within the meaning of Section 20 to 30, inclusive, of the Needham Special Home Rule Charter Act (Acts of 1971, c. 403), and shall be appointed in the manner, and shall exercise the powers and duties of such Superintendent, specified in said act.

(9) Additional $750.00 per year when assigned to and performing the duties of Principal Prosecuting Officer as designated by the Police Chief.

(10) The following additional amounts when certified and acting as Emergency Medical Technician: Patrolman, Police Sergeant - $400.00 per year; Firefighter, Fire Lieutenant, Fire Captain - .0235 of base rate per year; Deputy Fire Chief - $465.00 per year.

(11) Additional $300.00 per year when assigned to and performing the duties of Acting Police Chief as designated by the Police Chief.

(12) Additional $50.00 per month when assigned to and performing the duties of Assistant Town Engineer as designated by the Director of Public Works.

(13) Additional $75.00 per month when assigned to and performing the duties of Fire Inspector as designated by the Fire Chief.

(14) Additional $50.00 per month when assigned to and performing the duties of Safety Officer as designated by the Police Chief.

SCHEDULE B-1

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
S-35	30,704	31,831	32,952	34,093	35,275
S-34	29,584	30,704	31,831	32,952	34,093
S-33	28,459	29,584	30,704	31,831	32,952
S-32	27,433	28,459	29,584	30,704	31,831
S-31	26,404	27,433	28,459	29,584	30,704
S-30	25,478	26,404	27,433	28,459	29,584
S-29	24,556	25,478	26,404	27,433	28,459
S-28	23,633	24,556	25,478	26,404	27,433
S-27	22,814	23,633	24,556	25,478	26,404
S-26	21,994	22,814	23,633	24,556	25,478
S-25	21,187	21,994	22,814	23,633	24,556
S-24	20,464	21,187	21,994	22,814	23,633
S-23	19,741	20,464	21,187	21,994	22,814
S-22	19,024	19,741	20,464	21,187	21,994
S-21	18,311	19,024	19,741	20,464	21,187
S-20	17,693	18,311	19,024	19,741	20,464
S-19	17,072	17,693	18,311	19,024	19,741
S-18	16,464	17,072	17,693	18,311	19,024
S-17	15,855	16,464	17,072	17,693	18,311
S-16	15,342	15,855	16,464	17,072	17,693
S-15	14,827	15,342	15,855	16,464	17,072
S-14	14,312	14,827	15,342	15,855	16,464
S-13	13,799	14,312	14,827	15,342	15,855
S-12	13,284	13,799	14,312	14,827	15,342
S-11	12,769	13,284	13,799	14,312	14,827
S-10	12,363	12,769	13,284	13,799	14,312
S-9	11,949	12,363	12,769	13,284	13,799
S-8	11,542	11,949	12,363	12,769	13,284
S-7	11,134	11,542	11,949	12,363	12,769
S-6	10,724	11,134	11,542	11,949	12,363
S-5	10,312	10,724	11,134	11,542	11,949
S-4	9,999	10,312	10,724	11,134	11,542
S-3	9,696	9,999	10,312	10,724	11,134
S-2	9,393	9,696	9,999	10,312	10,724
S-1	9,085	9,393	9,696	9,999	10,312

SCHEDULE B-2

POLICE SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
P-5		31,046	32,082	33,112	34,148
P-4		21,752	22,565	23,379	24,245
P-3			18,831	19,510	20,233
P-2		15,318	15,891	16,464	17,074
P-1			15,318	15,891	16,464

SCHEDULE B-3

FIRE SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
F-5		31,046	32,082	33,112	34,148
F-4		22,043	22,778	23,510	24,245
F-3				20,696	21,342
F-2		17,851	18,447	19,040	19,634
F-1	15,006	15,523	16,041	16,556	17,074

SCHEDULE B-4

FIRE ALARM SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
FA-2	18,199	18,834	19,569	20,305	21,048
FA-1	15,781	16,308	16,934	17,559	18,199

SCHEDULE B-5

HOURLY WAGE SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
W-8	7.17	7.44	7.70	7.99	8.31
W-7	6.94	7.17	7.44	7.70	7.99
W-6	6.66	6.94	7.17	7.44	7.70
W-5	6.40	6.66	6.94	7.17	7.44
W-4	6.18	6.40	6.66	6.94	7.17
W-3	5.95	6.18	6.40	6.66	6.94
W-2	5.77	5.95	6.18	6.40	6.66
W-1	5.56	5.77	5.95	6.18	6.40

SCHEDULE C

RATES FOR PART-TIME AND SEASONAL POSITION CLASSES

	Minimum	Maximum
Activity Instructor or Supervisor (P.T.)		
Group A (per session)		15.00
Group B (per session)		18.00
Group C (per session)		21.00
Group D (per session)		25.00
Group E (per session)		32.00
Animal Inspector (P.T.) (per annum)		1,861.00
Arts and Crafts Workshop Assistant (P.T.) (per hour)		3.24
Arts and Crafts Workshop Director (P.T.) (per hour)		3.55
Assistant Pool Supervisor (P.T.) (per hour)		3.95
Assistant Recreation Supervisor (P.T.) (per hour)		3.73
Athletic Officials or Referee		
Group A (per session)		5.00
Group B (per session)		7.50
Group C (per session)		10.00
Group D (per session)		12.50
Group E (per session)		15.00
Building Inspector (substitute) (P.T.) (per diem)		41.00
(or per inspection)		12.00
Bus Driver (P.T.) (per hour)		3.55
Call Firefighter (P.T.) (per annum)		877.00
Canvasser (P.T.) (per hour)		3.24
Captain of Lifeguards (P.T.) (per hour)		3.95
Captain of Swim Instructors		3.95
Clerk (P.T.) (per hour)		3.10
Committee Secretary (P.T.)(per hour)		4.95
Day Camp Counselor (P.T.) (per hour)		3.24
Day Camp Director (P.T.) (per hour)		3.55
Dental Hygienist (P.T.) (per hour)		4.87
Dentist (P.T.) (per diem)		67.00
Director of Civil Defense (per annum)		1,500.00
Finance Committee Executive Secretary (P.T.) (per annum)		5,117.00
Gymnastics Workshop Assistant (P.T.) (per hour)		3.24
Gymnastics Workshop Director (P.T.) (per hour)		3.55
Junior Building Custodian (P.T.) (per hour)		4.87
Junior Sailing Instructor (P.T.) (per hour)		3.46
Library Assistant I (P.T.) (per hour)		3.97
Library Assistant II (P.T.) (per hour)		4.50
Library Page (P.T.) (per hour)		3.10
Lifeguard (P.T.) (per hour)		3.46
Minibus Coordinator (P.T.) (per annum)		5,049.00
Playground Director (P.T.) (per hour)		3.35
Playleader (P.T.) (per hour)		3.13

Plumbing and Gas Inspector (substitute) (P.T.) (per diem)	41.00
(or per inspection)	12.00
Police Matron (P.T.) (per hour)	3.10
(or minimum)	8.00
Pool Booth Attendant (P.T.) (per hour)	3.35
Pool Maintenance Worker (P.T.) (per hour)	3.46
Pool Supervisor	4.46
Racquet Sports Camp Assistant (P.T.)(per hour)	3.24
Racquet Sports Camp Director (P.T.) (per hour)	3.35
Recreation Supervisor (P.T.) (per hour)	4.29
Reference Librarian (P.T.) (per hour)	6.48
Registrar of Voters (P.T.) (per annum)	400.00
Sanitarian (substitute) (P.T.) (per diem)	27.00
Sealer of Weights and Measures (P.T.) (per annum)	4,287.00
Senior Sailing Instructor (P.T.) (per hour)	3.73
Student Draftsman and Rodman (P.T.)	
First Year Student (per hour)	4.57
Second Year Student (per hour)	4.76
Third Year Student (per hour)	4.94
Fourth Year Student (per hour)	5.12
Fifth Year Student (per hour)	5.30
Swim Instructor (P.T.) (per hour)	3.46
Temporary Janitor (P.T.) (per hour)	3.13
Temporary Laborer	
First Year (per hour)	3.25
Second Year (per hour)	3.50
Third Year (per hour)	3.75
Fourth Year (per hour)	4.00
Fifth Year (per hour)	4.25
Tennis Court Monitor (P.T.) (per hour)	3.24
Tennis Specialist (P.T.) (per hour)	3.55
Tennis Supervisor (P.T.) (per hour)	3.73
Town Counsel (P.T.) (per annum)	25,421.00
Traffic Supervisor (P.T.) (per month)	323.00
Veterans' Agent (P.T.) (per annum)	8,151.00
Wiring Inspector (substitute) (P.T.) (per diem)	41.00
(or per inspection)	12.00

ACTION: So voted by voice vote.

At 11:00 p.m., Mr. Warner B. Hartford moved that this meeting stand adjourned to Wednesday, May 7, 1980, at 7:30 p.m., at the Newman Junior High School, and it was so voted.

Rose O. Mackenzie, C.M.C.
Town Clerk

* * * * *

ADJOURNED ANNUAL TOWN MEETING
May 7, 1980

Pursuant to adjournment of the Annual Town Meeting held May 5, 1980, the inhabitants of the Town of Needham qualified to vote in Town affairs met in the Newman Junior High School on Wednesday, May 7, 1980, at 7:30 p.m.

Check lists were used and 280 voters were checked on the list, which included 236 Town Meeting Members.

Rev. John R. Baker, First Parish in Needham, Unitarian, gave the invocation.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

Those Town Meeting Members who were not present May 5th were sworn to the faithful performance of their duties by the Town Clerk.

ARTICLE 11: OPERATING BUDGET

To see what sums of money the Town will vote to raise and appropriate for the necessary Town charges and expenses.

Under Article 11 (Budget) the Moderator stated he would read the various items in the budget and if any Town Meeting Member wished to discuss an item or offer a substitute motion he was to indicate this by calling "question" or "debate". Those items so indicated were: 3, 7, 9, 12, 15, 19, 21, 23, 29, 33-35, 37, 38, 40, 41, 42, 46-49, 51-53, 55-58, 60, 63, 64, 65, 67, 73, 74, 76, 77, 79, 81-83, 88, 89, 91, 92, 94, 98-101, 104, 106-109, 111-114, 116, 117, 120, 125, 126, 128-133, 135, 139-141, 143, 145, 148-150, 152, 158, 161, 167-172 and 175.

Mr. John Lacy, Chairman, Finance Committee, spoke relative to the increase in the budget which is up about 8.1% exclusive of the hospital budget. He explained this is due to inflation, higher energy costs, increase in out-of-town school tuitions for vocational and special education students and higher pension costs.

After an extended discussion relative to Line Item No. 48, Data Processing - Expenses, a motion was made by Mr. Peter Johnson to change the figure of $104,640. to $104,639. When put to a vote this motion carried by voice vote.

Relative to Line Item No. 51, Reserve Fund, Mr. Glenn Marston moved that the figure of $250,000. be changed to $225,000. When put to a vote this motion failed to carry.

The following amendments to the budget article presented by the Finance Committee were voted in the affirmative:

Line 1	changed from	$ 89,905. to	$100,964.
Line 15	changed from	33,324. to	35,990.
Line 19	changed from	22,207. to	23,888.
Line 21	changed from	16,500. to	17,820.
Line 23	changed from	13,356. to	14,425.
Line 26	changed from	29,164. to	29,366.
Line 29	changed from	72,286. to	82,005.
Line 33	changed from	27,393. to	29,864.
Line 38	changed from	50,138. to	54,149.
Line 41	changed from	70,044. to	75,648.
Line 47	changed from	71,514. to	79,171.
Line 48	changed from	5,138. to	5,549.
Line 51	the amount of $250,000. to be raised by transfer of $159,899.38 from overlay surplus reserve and the balance of $90,100.62 from the current tax levy.		
Line 52	changed from	$ 18,278. to	$ 19,740.
Line 55	changed from	1,800. to	0
Line 56	changed from	150,000. to	151,800.
Line 60	the amount of $458,340. to be raised by the transfer of $501.83 from the Dwight School Fund and the balance of $457,838.17 from the current tax levy.		
Line 73	changed from $1,114,744. to $1,207,289. to be raised by transfer of $275,283. from federal revenue sharing funds and the balance of $932,006. from the current tax levy.		

Line 74	changed from	$138,242.	to	$149,301.
Line 76	changed from	27,325.	to	29,511.
Line 88	changed from	$1,360,500.	to	$1,589,711. to be raised by transfer of $275,283. from federal revenue sharing funds and the balance of $1,314,428. from the current tax levy.
Line 89	changed from	$308,000.	to	$355,363.
Line 91	changed from	30,000.	to	38,121.
Line 92	changed from	55,500.	to	51,500.
Line 94	changed from	60,000.	to	61,415.

At 10:55 p.m., Mr. Gerald Browne offered a motion to adjourn to Monday, May 12, 1980, at 7:30 p.m., at the Newman Junior High School. After a brief discussion, it was so voted.

Rose O. Mackenzie, C.M.C.
Town Clerk

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ADJOURNED ANNUAL TOWN MEETING
May 12, 1980

Pursuant to adjournment of the Annual Town Meeting held May 7, 1980, Norman P. Jacques, Chairman, Board of Selectmen, and Rose O. Mackenzie, Town Clerk, met in the Newman Junior High School on Monday, May 12, 1980, at 7:30 p.m., and due to lack of a quorum adjourned said meeting to Wednesday, May 14, 1980, at 7:30 p.m. at the Newman Junior High School.

Rose O. Mackenzie, C.M.C.
Town Clerk

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ADJOURNED ANNUAL TOWN MEETING
May 14, 1980

Pursuant to adjournment of the Annual Town Meeting on May 12, 1980, the inhabitants of the Town of Needham qualified to vote in Town affairs met in the Newman Junior High School on Wednesday, May 14, 1980, at 7:30 p.m.

Check lists were used and 287 voters were checked on the list, which included 236 Town Meeting Members.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

Those Town Meeting Members who were not present at the previous meetings were sworn to the faithful performance of their duties by the Town Clerk.

Mr. Norman P. Jacques then moved that this meeting stand adjourned until after the adjournment or dissolution of the Special Town Meeting and it was so voted.

* * * SPECIAL TOWN MEETING * * *
May 14, 1980

Pursuant to a warrant issued by the Selectmen on April 22, 1980, this meeting was called for May 14, 1980, at 7:30 p.m. The call to the meeting and the officer's return were read by the Town Clerk.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

Unanimous consent was given to omit the reading of the articles and to refer to them by number only. The same ground rules as outlined for Annual Town Meeting were adopted.

ARTICLE 1

To see if the Town will vote to appropriate a sum of money for the purpose of supplementing some of the line item amounts appropriated under budget Article 10 of the 1979 Annual Town Meeting which are found to be insufficient to meet the normal costs incurred for the respective services identified with said line items; determine how said sum is to be raised, whether from the free cash certified account, by transfer of the anticipated unused sums from budget items appropriated under said Article 10, or by any other means and how expended; or take any other action relative thereto.

MOVED: That the sum of $562,855. be appropriated for the purpose of supplementing some of the line item amounts appropriated under budget Article 10 of the 1979 Annual Town Meeting which are found to be insufficient to meet the normal costs incurred for the respective services identified with said line items; said items and the method of raising the respective sums for each of said items as determined and recommended by the Finance Committee are hereinafter more specifically identified and allocated:

Line No.	9	Workmen's Compensation	$ 42,000.
	12	Street Lighting	11,000.
	25	Legal - Special Fees	12,000.
	64	School - Maintenance of Plant	145,000.
	67	School - Tuitions	45,000.
	74	Police - Overtime Salaries	14,000.
	88	Fire - Regular Salaries	12,500.
	89	Fire - Overtime Salaries	2,355.
	116	Public Works Department - Highway Expenses	30,000.
	132	Hospital Expenses	245,000.
	147	Veterans' Benefits	4,000.
			$562,855.

and that the above sums be raised as follows:

By transfer from the following line items as shown in Article 10, Annual Town Meeting of 1979:

Line No.	8	Blue Cross-Blue Shield	$ 36,000.
	13	Unemployment Compensation	5,000.
	29	Assessors' Salaries	2,000.
	33	Director of Finance - Salaries	7,500.
	46	Temporary Loan Interest	3,800.
	55	Haddock and McLeod	1,980.
	56	Chapter 32 Retirements	12,200.
	73	Police - Regular Salaries	20,000.
	75	Police - Education and Career Incentive	1,000.
	77	Police - Capital Outlay	2,500.
	81	Police - Communications	3,000.
	82	Police - Operating Expenses	1,000.
	86	Police - Animal Control	500.
	109	Public Works Dept. Engineering Salaries	11,000.
	111	Garage Salaries	7,000.
	114	Highway Salaries	12,000.
	117	Park Salaries	20,000.
	120	Sewer Salaries	24,000.
	123	Emergency Salaries	15,000.
	124	Emergency Expenses	20,000.
	125	Water Salaries	5,000.
	130	Minibus Contract	10,000.
	131	Hospital Salaries	20,000.
	145	Veterans' Salaries	1,000.
			$241,480.

and that the balance of $321,375. be transferred from the Free Cash Certified Account.

ACTION: So voted by unanimous vote.

ARTICLE 2

To see if the Town will vote to authorize the Needham Voter's Guide compiled by the League of Women Voters of Needham to be distributed along with the Town Warrant for the 1981 and 1982 Annual Town Meeting under the direction of the Board of Selectmen; the Town to be reimbursed by the League of Women Voters for the increased cost incurred; or take any other action relative thereto.

MOVED: That the Town authorize the Needham Voter's Guide compiled by the League of Women Voters of Needham to be distributed along with the Town Warrant for the 1981 and 1982 Annual Town Meeting under the direction of the Board of Selectmen; the Town to be reimbursed by the League of Women Voters for the increased cost incurred.

ACTION: So voted by unanimous vote.

ARTICLE 3

To see if the Town will authorize the Town to increase the present dog license fees for all dog licenses allowed by Mass. G.L. Chapter 140, Section 139 by the sum of $1.00 each and permitted by Mass. G.L. Chapter 140, Section 173 for all dog licenses issued after the effective date of the within vote of the Town; or take any other action relative thereto.

MOVED: That the Town increase the present dog license fees for all dog licenses allowed by Mass. G.L. Chapter 140, Section 139 by the sum of $1.00 each and permitted by Mass. G.L. Chapter 140, Section 173 for all dog licenses issued after the effective date of the within vote of the Town.

ACTION: So voted by voice vote.

At 8:00 p.m., Mr. Henry D. Hersey moved that this meeting stand dissolved in memory of Henry W. Hardy, Esquire, former Town Counsel of Needham, and it was so unanimously voted.

Rose O. Mackenzie, C.M.C.
Town Clerk

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The meeting then returned to the business of the Annual Town Meeting. Discussion relative to line items under Article 11 followed.

Relative to Item No. 98, Civil Defense, - Salaries, Mr. Stanley Willox moved that the figure of $1,500. be changed to zero (0), but when put to a vote this motion failed to carry.

Relative to Item No. 99, Civil Defense - Expenses, the following motions were offered by Mr. Edward B. Murphy to change the figure of $12,997. to zero (0) and by Mr. Stephen N. Diamond that the figure of $12,997. be changed to $3,000. After an extended discussion, Mr. Diamond's motion to change the figure of $12,997. to $3,000. was presented, but when put to a vote failed to carry. Mr. Murphy's motion was then presented, but when put to a vote failed to carry.

Relative to Item No. 100, Civil Defense - Capital Outlay, Mr. Edward B. Murphy moved that the figure of $8,000. be changed to zero (0), but when put to a vote this motion failed to carry.

Relative to Item No. 128, Minibus - Salaries, Mr. Stanley Willox moved that the figure of $4,675. be changed to zero (0), but when put to a vote failed to carry.

Relative to Item No. 148, Youth Commission - Salaries, Mr. Stanley Willox moved that the figure of $66,728. be changed to zero (0), but when put to a vote failed to carry.

Relative to Item No. 150, Council on Aging - Salaries, Mr. Stanley Willox moved that the figure of $29,424. be changed to zero (0), but when put to a vote failed to carry.

Relative to Item No. 167, Library - Branch-Salaries, Mr. Stanley Willox moved that the figure of $10,420. be changed to zero (0), but when put to a vote this motion failed to carry.

Further amendments to the budget article presented by the Finance Committee were voted in the affirmative:

Line 101	changed from	$ 72,692.	to	$ 78,507.
Line 104	changed from	3,969.	to	4,287.
Line 106	changed from	81,182.	to	88,860.
Line 109	changed from	160,638.	to	169,525.
Line 111	changed from	107,679.	to	118,032.
Line 114	changed from	340,159.	to	353,291.
Line 117	changed from	249,713.	to	273,042.
Line 120	changed from	267,560.	to	289,870.
Line 125	changed from	281,590.	to	305,032.
Line 128	changed from	4,675.	to	5,049.
Line 135	changed from	104,066.	to	112,391.
Line 139	changed from	69,000.	to	72,100.
Line 143	changed from	10,151.	to	10,963.
Line 145	changed from	15,213.	to	13,600.
Line 148	changed from	66,728.	to	72,066.
Line 150	changed from	29,424.	to	31,778.
Line 152	changed from	34,761.	to	37,542.
Line 158	changed from	2,947.	to	3,183.
Line 161	changed from	277,626.	to	300,388. to be raised by transfer of $3,130. from the Town's share of the unexpended balance of the Dog Fund; $32.88 and $1,064.17 from the Barr and Greenwood Fund; $11,226. from State Library Assistance; and the balance of $283,384.95 from the current tax levy.
Line 167	changed from	10,420.	to	10,812.
Line 172	changed from	157,308.	to	166,768.

The following tellers were sworn in by the Moderator: Mr. George D. Krech, Mr. James M. Colman, Mr. Frank L. Bridges, Mr. LeRoy J. Nutile, Mrs. Meredith P. Page and Mrs. Mary Ann Carovillano. The main motion under Article 11, with the amendments thereto, was then presented and so voted by voice vote, the vote being more than 2/3 it was YES 211 - NO 12.

A count of hands was then taken relative to Items 58 through 72 of the School Budget, and it was more than 2/3 it was YES 225 - NO 4.

VOTED: That the following sums of money be authorized for the several specific purposes hereinafter designated, together with authority to credit the purchase price of new equipment with the value of old equipment turned in, said sums of money to be expended only for such purposes under the direction of the respective Boards, Committees or

Officers of the Town for the fiscal year beginning July 1, 1980, as follows:

BOARD OF SELECTMEN:

1.	Salaries	$ 100,964.
2.	Telephone Charges	34,000.
3.	Expenses	63,130.
4.	Town Meetings	10,812.
5.	Capital Outlay	2,900.
6.	Travel Out of State	0

MISCELLANEOUS:

7.	Insurance, General	213,033.
8.	Accident & Health & Group Life Insurance	690,345
9.	Workmen's Compensation Self Insurance Fund & Premium Account	128,000.
10.	Property and Casualty Self Insurance	5,000.
11.	Uniformed Services Medical Payments	15,000.
12.	Street Lighting	210,000.
13.	Unemployment Compensation	28,600.
14.		0

TOWN CLERK:

15.	Salaries	35,990.
16.	Expenses	3,125.
17.	Travel Out of State	125.
18.	Capital Outlay	0

BOARD OF REGISTRARS

19.	Salaries	23,888.
20.	Expenses	21,700.
21.	Tellers & Canvassers	17,820.
22.	Capital Outlay	500.

LEGAL:

23.	Salaries	14,425.
24.	Expenses	6,000.
25.	Special Fees	20,000.

PERSONNEL:

26.	Salaries	29,366.
27.	Expenses	4,850.

ASSESSORS:

29.	Salaries	82,005.
30.	Expenses	9,750.
31.	Travel Out of State	0
32.	Capital Outlay	800.

DIRECTOR OF FINANCE:

33.	Salaries	29,864.
34.	Audit	15,000.
35.	Financial Consultant	5,000.
36.	Expenses	1,200.
37.	Capital Outlay	775.

COMPTROLLER:

38.	Salaries	54,149.
39.	Expenses	8,800.
40.	Capital Outlay	1,000.

TREASURER/TAX COLLECTOR:

41.	Salaries	75,648.
42.	Expenses	23,300.*
43.	Capital Outlay	500.

*See amendment 5/28/80

DEBT AND INTEREST:

44.	Maturing Bonds and Notes	445,000.
45.	Bond and Note Interest	90,585.*
46.	Temporary Loan Interest	10,000.

*See amendment 5/28/80

DATA PROCESSING:

47.	Salaries	79,171.
48.	Expenses	104,639.

FINANCE COMMITTEE:

49.	Salaries	5,549.
50.	Expenses	500.
51.	Reserve Fund (Raised by Transfer of $159,899.38 from overlay surplus reserve and balance $90,100.62 from current tax levy.)	250,000.

CONTRIBUTORY RETIREMENT:

52.	Salaries	19,740.
53.	Contributions	1,193,640.
54.	Expenses	2,450.

NON-CONTRIBUTORY RETIREMENT:

55.	Haddock and McLeod	0
56.	Chapter 32 Retirements	151,800.
57.	Past Service Liability Funding Obligation	340,000.

EDUCATION:

58.	Salaries	11,547,202.
59.	Administration	40,300.
60.	Instruction (Raised by $501.83 from Dwight School fund; balance $457,838.17 from current tax levy.)	458,340.
61.	Other School Services	68,229.
62.	Cafeteria Assistance	35,000.
63.	Pupil Transportation	306,405.
64.	Operation and Maintenance of Plant	1,148,678.
65.	Community Service	67,000.
66.	Fixed Assets	17,386.
67.	Tuitions	452,000.
68.	Out of State Travel	4,000.
69.	Adult Education	0
70.	Summer School	--
71.	Capital Outlay - Renovation of Physical Properties	100,000.
72.	Vocational Education	--

PUBLIC SAFETY

POLICE:

73.	Salaries - regular (Raised by transfer of $275,283 from federal revenue sharing funds; balance of $932,006 from current tax levy.)	1,207,289.
74.	Salaries - overtime	149,301.
75.	Education and Career Incentive	14,025.
76.	Inservice Training	29,511.
77.	Capital Outlay	61,035.
78.	Travel Out of State	500.
79.	Auto Maintenance	82,335.
80.	Building Maintenance	24,900.
81.	Communications	22,024.
82.	Operating Expenses	28,549.
83.	Signal System	1,000.
84.	Uniforms	16,450.

85.	Crime Check Committee	500.
86.	Animal Control	1,550.
87.	F.B.I. Academy	0.
FIRE:		
88.	Salaries - regular (Raised by transfer of $275,283 from federal revenue sharing funds; balance $1,314,428. from current tax levy.)	1,589,711.
89.	Salaries - overtime	355,263.
90.	Education and Career Incentive	29,375.
91.	Inservice Training	38,121.
92.	Capital Outlay	51,500.
93.	Travel Out of State	400.
94.	Building Maintenance	61,415.
95.	Equipment and Supplies	38,615.
96.	Service Expenses	8,425.
97.	Equipment Maintenance	19,620.
CIVIL DEFENSE:		
98.	Salaries	1,500.
99.	Expenses	12,997.
100.	Capital Outlay	8,000.
BUILDING:		
101.	Salaries	78,507.
102.	Expenses	1,620.
103.	Capital Outlay	0
SEALER OF WEIGHTS & MEASURES:		
104.	Salaries	4,287.
105.	Expenses	1,150.
PUBLIC FACILITIES		
PUBLIC WORKS:		
Administration:		
106.	Salaries	88,860.
107.	Expenses	6,147.
108.	Travel Out of State	1,500.
Engineering:		
109.	Salaries	169,525.
110.	Expenses	4,850.
Garage and Equipment:		
111.	Salaries	118,032.
112.	Expenses	96,320.
113.	Equipment Replacement	107,790.
Highway:		
114.	Salaries	353,291.
115.	Salaries - Parking Meter Fund	5,000.
116.	Expenses, including Compactor Lease @ $37,200.	327,721.
Park Division:		
117.	Salaries	273,042.
118.	Expenses	85,771.
119.	Capital Outlay	25,400.
Sewer:		
120.	Salaries	289,870.
121.	Expenses	51,575.
122.	House Connections	10,000.
Snow and Emergency:		
123.	Overtime Salaries	50,000.
124.	Expenses	70,000.
Water:		
125.	Salaries	305,032.
126.	Expenses	207,200.
127.	Main Extensions and Services	35,000.
Minibus:		
128.	Salaries	5,049.
129.	Expenses	1,925.
130.	Bus Contract	60,000.
HUMAN SERVICES		
HOSPITAL:		
131.	Salaries	4,606,775.
132.	Expenses	2,627,259.
133.	Capital Outlay	335,000.
134.	Travel Out of State	3,000.
PUBLIC HEALTH:		
Board of Health:		
135.	Salaries	112,391.
136.	Capital Outlay	0
137.	Travel Out of State	500.
138.	Expenses	9,475.
139.	Garbage Removal	72,100.
140.	Hospitalization	500.
141.	Mental Health	61,888.
142.	Mentally Retarded	9,282.
Dental Health:		
143.	Salaries	10,963.
144.	Expenses	5,075.
VETERANS' SERVICES:		
145.	Salaries	13,600.
146.	Expenses and Transportation	750.
147.	Benefits	35,000.
YOUTH COMMISSION:		
148.	Salaries	72,066.
149.	Expenses	7,680.
COUNCIL ON AGING:		
150.	Salaries	31,778.
151.	Expenses	7,350.
DEVELOPMENT		
PLANNING BOARD:		
152.	Salaries	37,542.
153.	Expenses	3,000.
154.	Technical Assistance	1,500.
155.	Travel Out of State	400.
CONSERVATION:		
156.	Salaries	150.
157.	Expenses	2,350.
BOARD OF APPEALS:		
158.	Salaries	3,183.
159.	Expenses	2,375.
HISTORICAL COMMISSION:		
160.	Expenses	700.
CULTURAL/LEISURE SERVICES		
LIBRARY:		
161.	Salaries (Raised by transfer $3,130 from Town's share of unexpended balance	300,388

	Dog Fund; transfer $32.88 and $1,064.17 from Barr and Greenwood Funds; $11,226 State Library Assistance; $284,934.95 current tax levy.)	
162.	Bindings	1,600.
163.	Books and Periodicals	83,000.
164.	Building Maintenance	34,140.
165.	Expenses	22,925.
166.	Capital Outlay	—
28.	Travel Out of State	400.
Branch:		
167.	Salaries	10,812.
168.	Rent	3,600.
169.	Book Transportation	1,400.
170.	Periodicals	800.
171.	Utilities	1,785.
PARK AND RECREATION:		
172.	Salaries	166,768.
173.	Expenses	57,820.
174.	Engineering Services	2,000.
MEMORIAL PARK:		
175.	Expenses	550.
176.	Capital Outlay	0

On behalf of the Finance Committee, the following resolution was offered by Warner B. Hartford.

BE IT RESOLVED THAT: This Town Meeting express its desire and hereby requests that all parties associated with the forming and interpretation of the labor contracts for Fiscal Year 1982, between the Town of Needham and its Firefighters, as represented by Local 1706, direct their efforts toward decreasing the cost of the Fire Department by reducing the number of personnel on duty at any given time, by reducing the contractual requirement for personnel at overtime rates or by any other such opportunties consistent with statutory rules and regulations applicable to the collective bargaining process and with the economic reality of protecting life and property.

Mr. John Lacy, Chairman, Finance Committee, spoke in favor of the adoption of this resolution.

Mr. Norman P. Jacques, Chairman, Board of Selectmen, stated that this resolution is of great concern to the Board of Selectmen. He reported that the Board unanimously opposes its introduction or adoption and request that this be recorded in the minutes of the Town Meeting. He then offered the following motion:

MOVED: That the Resolution offered by the Finance Committee be postponed indefinitely.

After an extended discussion, a motion to amend was offered by Mr. Vincent C. Nuccio to delete the word "decreasing" and insert in place thereof the word "controlling" and to eliminate the words "by reducing the number of personnel on duty at any given time, by reducing the contractual requirement for personnel at overtime rates or" and the words "other such".

After further discussion, Mr. John Milligan moved the previous question and it was so voted.

Mr. Jacques' motion to postpone indefinitely was presented, but when put to a vote failed to pass. By count of hands it was YES 117 - NO 106.

Mr. Nuccio's motion to amend was presented and when put to a vote carried. By a count of hands it was YES 117 - NO 106.

The Resolution, as amended, was presented and carried by a voice vote.

BE IT RESOLVED THAT: This Town Meeting express its desire and hereby requests that all parties associated with the forming and interpretation of the labor contracts for Fiscal Year 1982, between the Town of Needham and its Firefighters, as represented by Local 1706, direct their efforts toward controlling the cost of the Fire Department by any opportunties consistent with statutory rules and regulations applicable to the collective bargaining process and with the economic reality of protecting life and property.

Mr. Stephen W. Merritt rose to request a roll call, but he was not supported by twenty-five Town Meeting Members as required by Needham General By-Laws, Art. I, Sec. 7.

The Moderator declared Article 11 disposed of.

At 11:45 p.m., Mr. John J. Gill moved that this meeting stand adjourned to Monday, May 19, 1980, at 7:30 p.m. at the Newman Junior High School, and it was so voted.

Rose O. Mackenzie, C.M.C.
Town Clerk

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ADJOURNED ANNUAL TOWN MEETING
May 19, 1980

Pursuant to adjournment of the Annual Town Meeting held May 14, 1980, the inhabitants of the Town of Needham qualified to vote in Town affairs met in the Newman Junior High School on Monday, May 19, 1980, at 7:30 p.m.

Check lists were used and 268 voters were checked on the list, which included 230 Town Meeting Members.

Rev. Paul C. Clayton, Minister, Needham Congregational Church, gave the invocation.

The Moderator declared a quorum was present and requested the Town Clerk to so record.

ARTICLE 15

To see if the Town will vote to raise and appropriate the sum of $20,900. to implement energy conservation measures at the Public Works Building, Dedham Avenue Pumping Station and St. Mary Street Pumping Station as recommended by the Energy Conservation Committee; or take any other action relative thereto.

MOVED: That the Town appropriate the sum of $20,900. to implement energy conservation measures at the Public Works Building, Dedham Avenue Pumping Station and St. Mary Street Pumping Station as recommended by the Energy Conservation Committee; said sum to be raised from the current tax levy.

ACTION: So voted unanimously by voice vote.

ARTICLE 16

To see if the Town will vote to raise and appropriate the sum of $5,000. for expenses (Town salaries and wages being included in the budget) for alteration of, or specific repairs upon portions of various Town Ways including sidewalks and curbing thereon, as recommended by the Public Works Department; or take any other action relative thereto.

MOVED: That the Town appropriate the sum of $5,000. for expenses (Town salaries and wages being included in the budget) for alteration of, or specific repairs upon portions of various Town Ways including sidewalks and curbing thereon, as recommended by the Public Works Department; said sum to be raised from the current tax levy.

ACTION: So voted unanimously by voice vote.

ARTICLE 18

To see if the Town will vote to raise and appropriate the sum of $42,000. for the expenses (Town salaries and Wages being included in the budget) for the construction of storm water drains in private ways proposed for acceptance by the Town, and for extending the storm water drainage system through easement on private property, or in public ways as proposed by the Public Works Department; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise, and how expended; or take any other action relative thereto.

MOVED: That the Town appropriate the sum of $42,000. for the expenses (Town salaries and Wages being included in the budget) for the construction of storm water drains in private ways proposed for acceptance by the Town, and for extending the storm water drainage system through easement on private property, or in public ways as proposed by the Public Works Department; said sum to be raised from the current tax levy.

ACTION: So voted unanimously by voice vote.

ARTICLE 20

To see if the Town will vote to raise and appropriate the sum of $5,000. to complete the installation of corrosion control facilities at Charles River Pumping Station No. 2 as recommended by the Public Works Department; determine how such sum shall be raised and how expended; or take any other action relative thereto.

MOVED: That the Town appropriate the sum of $5,000. to complete the installation of corrosion control facilities at Charles River Pumping Station No. 2 as recommended by the Public Works Department; said sum to be raised from the current tax levy.

A motion to amend was offered by Mr. Warner Hartford to change the figure of "$5,000." to "$20,000."

An extended discussion followed. A motion was made to move the previous question and it was so voted.

Mr. Hartford's motion to amend was presented and was so voted by voice vote.

ACTION: The main motion, as amended, was presented and was voted. By a count of hands it was YES 196 - NO 16. That the Town appropriate the sum of $20,000. to complete the installation of corrosion control facilities at Charles River Pumping Station No. 2 as recommended by the Public Works Department; said sum to be raised from the current tax levy.

A motion was made by Mr. Norman Homsy, Chairman, Planning Board, that Article 21 and amendments thereto be postponed until the Town Meeting disposes of Articles 42 and 43, and it was so voted by voice vote.

ARTICLE 22

To see if the Town will vote to increase the amount paid to Town officers and employees for use of privately owned motor vehicles for Town purposes from the present rate of 12¢ (twelve cents) per mile to 18¢ (eighteen cents) per mile; or take any other action relative thereto.

MOVED: That the Town authorize the increase of the amount paid to Town officers and employees for use of privately owned motor vehicles for Town purposes from the present rate of 12¢ (twelve cents) per mile to 18¢ (eighteen cents) per mile.

ACTION: So voted unanimously by voice vote.

ARTICLE 23

To see if the Town will vote to appropriate the sum of $8,000 to be expended by the Selectmen to perform engineering and other related work necessary to "perfect" the title of a portion of the Ridge Hill Reservation property; or take any other action relative thereto.

MOVED: That the Town appropriate the sum of $8,000 to be expended by the Selectmen to perform engineering and other related work necessary to "perfect" the title of a portion of the Ridge Hill Reservation property; said sum to be raised from the current tax levy.

ACTION: So voted by a count of hands YES 154 - NO 60.

ARTICLE 24

To see if the Town will vote to raise and appropriate a certain sum of money for the preparation and completion of a Town Master Plan Report, determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing, or otherwise; to authorize the Planning Board to apply for any Federal or State funding which may be available; said sum to be expended under the direction of the Planning Board; or take any other action relative thereto.

MOVED: That the Town appropriate the sum of $42,000. for the preparation and completion of a Town Master Plan Report, to authorize the Planning Board to apply for any Federal or State funding which may be available; said sum to be expended under the direction of the Planning Board and to the extent that Federal or State funding fail to meet such obligation, then such funds to be raised from the current tax levy.

Mr. John H. Cogswell, Planning Board member spoke on the motion offered by Mr. Norman A. Homsy, Chairman, Planning Board. He stated that the Master Plan will attempt to identify future policy directions for the Town to follow based on the citizen input received in all functional areas.

Speaking in support of this proposal were: Norman P. Jacques, Chairman, Board of Selectmen; John Lacy, Chairman, Finance Committee; Joanne Roth representing League of Women Voters; Hertz Henkoff, Chairman, Board of Appeals. Mr. Edward B. Murphy, Town Meeting member Precinct H, spoke in opposition to the proposal.

ACTION: So voted by a count of hands -- 2/3 vote being required, it was YES 166 - NO 50.

ARTICLE 25

To see if the Town will vote to amend the Town of Needham Zoning By-law by adding a new section 4.7.5. Dimensional Controls for Exempt Uses.

4.7.5 Dimensional Controls for Exempt Uses.

Any use exempt under Section 1.2. Basic Requirements, as amended, of this By-law shall be subject to the issuance of a special permit from the Board of Appeals which shall include reasonable rules and regulations in accordance with Chapter 40A, Section 3.

Dimensional regulations applicable to all exempt uses in all zoning districts shall be as follows:

(a) A minimum of 50% of the total lot area shall remain as open space, unpaved and suitably landscaped.

(b) The maximum building coverage on any one lot shall not be more than 25%.

(c) All other dimensional regulations of the zone in which the lot is located (A, B, or C) shall be applicable.;

or take any other action relative thereto.

MOVED: That the Town amend the Town of Needham Zoning By-law by adding a new section 4.7.5. Dimensional Controls for Exempt Uses.

4.7.5 Dimensional Controls for Exempt Uses.

Any use exempt under Section 1.2. Basic Requirements, as amended, of this By-law shall be subject to the issuance of a special permit from the Board of Appeals which shall include reasonable rules and regulations in accordance with Chapter 40A, Section 3.

Dimensional regulations applicable to all exempt uses in all zoning districts shall be as follows:

(a) A minimum of 50% of the total lot area shall remain as open space, unpaved and suitably landscaped.

(b) The maximum building coverage on any one lot shall not be more than 25%.

(c) All other dimensional regulations of the zone in which the lot is located (A, B, or C) shall be applicable.

A substitute motion was offered by Mr. Michael R. Coppock, Town Meeting Member, Precinct F.

MOVED: That the proposed text of Article 25 be stricken in its entirety, and the following substituted therefor:

4.7.5 Dimensional Controls for Exempt Uses

Any use exempt under Section 1.2. Basic Requirements, as amended, of this By-law shall be subject to the same dimensional restrictions as the least restrictive use permitted in the density zone in which such exempt use is located.

An extended discussion followed. Mr. Richard L. Malconian moved the previous question and it was so voted.

ACTION: The main motion offered by Mr. Norman H. Hornsy was presented and carried -- a 2/3 vote being required it was YES 150 - NO 65.

Mr. Coppock's substitute motion was not put before the meeting in view of the affirmative vote on the main motion.

ARTICLE 26

To see if the Town will vote to amend the Town of Needham Zoning By-law by revising 1.3.8. Definition of Family by striking the present (2) under 1.3.8. on page 3 of the Needham Zoning By-law and inserting the following new text:

(2) not more than 5 unrelated individuals per dwelling unit where one individual is the resident owner of the property, all living as a single housekeeping unit, or

(3) not more than 3 unrelated individuals per dwelling unit living as a single housekeeping unit. The Board of Appeals may issue a special permit for up to additional individuals per dwelling unit.

or take any other action relative thereto.

MOVED: That the Town amend the Town of Needham Zoning By-law by revising 1.3.8. Definition of Family by striking the present (2) under 1.3.8. on page 3 of the Needham Zoning By-law and inserting the following new text:

(2) not more than 5 unrelated individuals per dwelling unit where one individual is the resident owner of the property, all living as a single housekeeping unit, or

(3) not more than 3 unrelated individuals per dwelling unit living as a single housekeeping unit. The Board of Appeals may issue a special permit for up to additional individuals per dwelling unit.

ACTION: So voted by a count of hands -- a 2/3 vote being required it was YES 146 - NO 57.

A motion was presented to discuss Articles 27 and 3 together. So voted by voice vote.

ARTICLE 27

To see if the Town will vote to amend the Town of Needham Zoning By-law under the heading 5.1. Accessory Uses by adding a new Section 5.1.4.

5.1.4. For the accessory uses of professional offices and customary home occupations as defined in Section 3.2. Schedule of Use Regulations under the heading ACCESSORY, the following off-street parking requirements shall be applicable in all residential districts in which such uses are permitted:

(a) all parking for such use shall be provided off-street and on the property;
(b) such use does not require the parking on a regular basis of more than three vehicles of customers, visitors, or clients, not including vehicles owned and used by the occupants of the dwelling.

or take any other action relative thereto.

MOVED: That the Town amend the Town of Needham Zoning By-law under the heading 5.1. Accessory Uses by adding a new Section 5.1.4.

5.1.4. For the accessory uses of professional offices and customary home occupations as defined in Section 3.2. Schedule of Use Regulations under the heading ACCESSORY, the following off-street parking requirements shall be applicable in all residential districts in which such uses are permitted:
(a) all parking for such use shall be provided off-street and on the property;
(b) such use does not require the parking on a regular basis of more than three vehicles of customers, visitors, or clients, not including vehicles owned and used by the occupants of the dwelling.

ARTICLE 37

To see if the Town will vote to "Amend Section 3.2, 'Schedule of Use Regulations,' of the Zoning By-Law, page 19, paragraph 1, under 'Accessory,' by striking the letter (Y) under (SR) and (GR) and substituting therefor (SP)."

MOVED: That the Town amend Section 3.2, 'Schedule of Use Regulations,' of the Zoning By-Law, page 19, paragraph 1, under 'Accessory,' by striking the letter (Y) under (SR) and (GR) and substituting therefor (SP).

Mr. Stephen M. Diamond, Planning Board member, stated that the proposal under the motion of Article 27 does not adequately address the problem of parking and moved that the subject matter of Article 27 be referred to the Planning Board for further study. When put to a vote said motion carried.

It was moved to advance the motion under Article 37 to this time, it having been discussed with Article 27, and it was so unanimously voted.

Mr. Stephen M. Diamond, Planning Board member, moved that the subject matter under Article 37 be referred to the Planning Board for further study. When put to a vote said motion carried unanimously.

ARTICLE 28

To see if the Town will vote to appropriate the sum of $100,000 to make necessary alterations to school buildings to provide access to handicapped persons in conformance with Section 504 of the Federal Rehabilitation Act; or take any other action relative thereto.

MOVED: That the Town appropriate the sum of $100,000 to make necessary alterations to school buildings to provide access to handicapped persons in conformance with Section 504 of the Federal Rehabilitation Act; to meet said appropriation of $100,000. the Treasurer, with the approval of the Selectmen, is authorized to borrow $100,000. under the authority of Massachusetts General Law, Chapter 44, Section 7 (3A) as amended; said sum to be expended under the supervision and direction of the School Committee.

Mr. Daniel P. Matthews, Chairman, School Committee, presented the proposal relating to handicap barrier removals, noting that Federal law requires that public areas be made accessible to the handicapped.

Speaking in support of the proposal were: J. Darrison Sillesky, representing the Finance Committee; Robert E. Chase, Chairman, Future School Needs Committee; and William M. Powers, Town Meeting member, Precinct D.

Mr. Michael R. Coppock, Town Meeting Member, Precinct F, spoke in opposition to the proposal citing the costliness of the proposal and stating that Congress could modify the requirements and such expenditures may not be necessary in a few years.

After much discussion, Mr. James M. Colman moved the previous question and it was so voted.

ACTION: So voted by a count of hands -- YES 189 - NO 12.

At 11:00 p.m. Mr. Peter Johnson moved that the meeting stand adjourned to Wednesday, May 21, 1980, at 7:30 p.m. at the Newman Junior High School, and it was so voted.

Rose O. Mackenzie, C.M.C.
Town Clerk

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ADJOURNED ANNUAL TOWN MEETING
May 21, 1980

Pursuant to adjournment of the Annual Town Meeting held May 19, 1980, the inhabitants of the Town of Needham qualified to vote in Town affairs met in the Newman Junior High School on Wednesday, May 21, 1980, at 7:30 p.m.

Check lists were used and 261 voters were checked on the list, which included 223 Town Meeting Members.

Rev. Harold B. Chase, Rector, Christ Episcopal Church, gave the invocation.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

ARTICLE 29

To see if the Town will vote to appropriate a sum of money and authorize the Conservation Commission and the Selectmen to purchase a certain parcel of land containing 30± acres off Charles River Street, and to apply for Federal and/or State grants-in-aid to partially offset the total cost; or take any other action relative thereto.

MOVED: That the Town appropriate the sum of $145,000. and authorize the Conservation Commission and the Selectmen to purchase a certain parcel of land containing 30± acres off Charles River Street, and to apply for Federal and/or State grants-in-aid to partially offset the total cost.

A motion to amend was offered by Mr. Roger B. Hunt.

MOVED: That the main motion under Article 29 be amended to read as follows:

That the Town appropriate the sum of $145,000. and authorize the Selectmen to purchase or take by eminent domain a certain parcel of land containing 30± acres off Charles River Street and to apply for Federal and/or State grants-in-aid to partially offset the total cost; said parcel of land is acquired for conservation and passive recreation purposes and is more specifically bounded and described as follows:

Beginning at a point in the southerly sideline of Charles River Street, a public way as laid out by the County Commissioners in 1928, said point being 20.00 feet easterly of a stone bound in said southerly sideline then running by said sideline of Charles River Street, N-80°-53'-E a distance of 110 feet to a stone bound at the point of curvature of a curve having a radius of 550.00 feet; thence running northeasterly, easterly and southeasterly by said curve a distance of 429.11 feet to a stone bound at a point of compound curvature; thence running southeasterly by a curve having a radius of 990.00 feet a distance of 225.00 feet; thence turning and running in a southerly direction a distance of 215 feet more or less; thence turning and running in a southeasterly direction a distance of 205 feet more or less; thence turning and running in an easterly direction a distance of 295 feet more or less; thence turning and running in a northerly direction a distance of 270 feet more or less to a point in the southerly sideline of Charles River Street; thence running southeasterly by said sideline by a curve having a radius of 600.00 feet a distance of 160.00 feet; thence turning and running in a southerly direction a distance of 265 feet more or less; thence turning and running in an easterly direction by three lines of 190 feet more or less each; thence turning and running in a southeasterly direction a distance of 333 feet more or less; thence continuing southeasterly by two lines measuring 115.25 feet and 102.18 feet respectively to a stone bound; thence turning and running in a southwesterly direction a distance of 511.80 feet to a stone bound; thence turning and running S-33°-38'-17"-W a distance of 490.27 feet to a stone bound; thence running S-06°-50'-52"-W a distance of 500.44 feet to a stone bound; thence running S-06°-50'-52"-W a distance of 345 feet more or less to a point on the northerly bank of the Charles River; thence turning and running by the northerly bank of the Charles River in a westerly direction to a point that is 200 feet from the previous point; thence turning and running N-06°-50'-52"-E a distance of 1312 feet more or less; thence turning and running N-37°-23'-52"-W a distance of 1546 feet more or less; thence running N-10°-08'-40"-W a distance of 116.52 feet to the point of beginning.

Said parcel of land is to be conveyed or taken by eminent domain subject to the expressed condition and limitation that the premises conveyed shall be held by the Town of Needham under the jurisdiction of its Conservation Commission for passive conservation and recreation purposes, and shall be kept entirely in its natural state excepting only the installation and maintenance of such fences, signs and trails as may be appropriate to effectuate the foregoing purposes without impairing the essential natural character of the premises. Should questions arise as to the appropriateness of an activity or facility, the controlling factors shall be their compatability with adjacent land uses and whether or not the activity or facility can be accommodated equally well on the Town's adjoining Ridge Hill Reservation; and also subject to an easement to be used for street purposes, not more than 50 feet wide, for the benefit of owner's remaining land, and located approximately 600 feet northerly from the existing M.D.C. sewer easement.

Said premises contain twenty-nine and seven-tenths (29.7) acres, more or less, and is supposedly owned by Charles W. Foster as evidenced by deeds recorded with Norfolk Deeds Book 4055, Page 646 and Book 5661, Page 189 both of which deeds contain portions of the entire parcel herein described.

To meet said appropriation, the Treasurer with the approval of the Selectmen is authorized to borrow $145,000 under G.L. C. 44, s7 (3) as amended, and payable within the period of not more than ten (10) years; said sum to be expended under the supervision and direction of the Conservation Commission.

A motion to amend was also offered by Mr. Robert C. Dawson:

MOVED: That the proponent's amended motion under Article 29 be amended by deleting the words "Selectmen to purchase" and by substituting in place thereof the words "Selectmen to take by eminent domain" and by deleting the words "conveyed or" appearing on the first line of Page 2 of the amendment and by adding the words "is to be" following the words "eminent domain" appearing on the second line of said Page 2 and by adding at the end of said proposed amendment the following: "Said appropriation is based on an existing appraisal or appraisals but subject to any additional appraisals deemed appropriate by the Selectmen in making the award of damages required by Mass. G.L. Chap. 79, Section 7A."

Mr. Roger Hunt, Chairman, Conservation Commission, presented the proposal for the purchase of this land, showing slides of the area in question. Supporting Mr. Hunt's proposal were the Planning Board, Park and Recreation Commission, Finance Committee, and League of Women Voters. Also speaking in favor were Mr. H. Phillip Garrity, Jr. and Mr. Peter W. Carre.

Mr. Robert C. Dawson spoke on his motion and stated that he disagreed with the proposal for "purchase or taking by eminent domain", that it should be one or the other, and he was of the opinion it should be taken by eminent domain. He stated that he believed the price of $145,000. is too high for this tract of land, and was supported by Mr. Philip B. Gates, Administrative Assessor, and Mr. Francis A. Facchetti, Selectman.

After an extended discussion, Mr. John F. Milligan moved the previous question as to all motions, and it was so voted.

The Moderator noted that the wording in the Warrant motion is not complete enough, so Mr. Hunt's amended motion was placed on the floor first, and when put to a vote carried unanimously.

Mr. Dawson's motion was then presented, but when put to a vote failed to pass.

ACTION: The main motion, as amended, was then presented and carried. By a count of hands it was YES 191 - NO 17.

VOTED: That the Town appropriate the sum of $145,000. and authorize the Selectmen to purchase or take by eminent domain a certain parcel of land containing 30± acres off Charles River Street and to apply for Federal and/or State grants-in-aid to partially offset the total cost; said parcel of

land is acquired for conservation and passive recreation purposes and is more specifically bounded and described as follows:

Beginning at a point in the southerly sideline of Charles River Street, a public way as laid out by the County Commissioners in 1928, said point being 20.00 feet easterly of a stone bound in said southerly sideline then running by said sideline of Charles River Street, N-80°-53'-E a distance of 110 feet to a stone bound at the point of curvature of a curve having a radius of 550.00 feet; thence running northeasterly, easterly and southeasterly by said curve a distance of 129.11 feet to a stone bound at a point of compound curvature; thence running southeasterly by a curve having a radius of 990.00 feet a distance of 225.00 feet; thence turning and running in a southerly direction a distance of 215 feet more or less; thence turning and running in a southeasterly direction a distance of 205 feet more or less; thence turning and running in an easterly direction a distance of 295 feet more or less; thence turning and running in a northerly direction a distance of 270 feet more or less to a point in the southerly sideline of Charles River Street; thence running southeasterly by said sideline by a curve having a radius of 600.00 feet a distance of 160.00 feet; thence turning and running in a southerly direction a distance of 265 feet more or less; thence turning and running in an easterly direction by three lines of 190 feet more or less each; thence turning and running in a southeasterly direction a distance of 333 feet more or less; thence continuing southeasterly by two lines measuring 115.25 feet and 102.18 feet respectively to a stone bound; thence turning and running in a southwesterly direction a distance of 511.80 feet to a stone bound; thence turning and running S-33°-38'-17"-W a distance of 490.27 feet to a stone bound; thence running S-06°-50'-52"-W a distance of 500.44 feet to a stone bound; thence running S-06°-50'-52"-W a distance of 345 feet more or less to a point on the northerly bank of the Charles River; thence turning and running by the northerly bank of the Charles River in a westerly direction to a point that is 200 feet from the previous point; thence turning and running N-06°-50'-52"-E a distance of 1312 feet more or less; thence turning and running N-37°-23'-52"-W a distance of 1546 feet more or less; thence running N-10°-08'-40"-W a distance of 116.52 feet to the point of beginning.

Said parcel of land is to be conveyed or taken by eminent domain subject to the expressed condition and limitation that the premises conveyed shall be held by the Town of Needham under the jurisdiction of its Conservation Commission for passive conservation and recreation purposes, and shall be kept entirely in its natural state excepting only the installation and maintenance of such fences, signs and trails as may be appropriate to effectuate the foregoing purposes without impairing the essential natural character of the premises. Should questions arise as to the appropriateness of an activity or facility, the controlling factors shall be their compatability with adjacent land uses and whether or not the activity or facility can be accommodated equally well on the Town's adjoining Ridge Hill Reservation; and also subject to an easement to be used for street purposes, not more than 50 feet wide, for the benefit of owner's remaining land, and located approxiately 600 feet northerly from the existing M.D.C. sewer easement.

Said premises contain twenty-nine and seven-tenths (29.7) acres, more or less, and is supposedly owned by Charles W. Foster as evidenced by deeds recorded with Norfolk Deeds Book 4055, Page 646 and Book 5661, Page 189 both of which deeds contain portions of the entire parcel herein described.

To meet said appropriation, the Treasurer with the approval of the Selectmen is authorized to borrow $145,000 under G.L. C. 44, s7 (3) as amended, and payable within the period of not more than ten (10) years; said sum to be expended under the supervision and direction of the Conservation Commission.

ARTICLE 30

To see if the Town will vote to appropriate $36,880 to implement Energy Conservation Measures at the main library building at 1139 Highland Avenue; or take any other action relative thereto.

MOVED: That the Town appropriate $36,880 to implement Energy Conservation Measures at the main library building at 1139 Highland Avenue; said sum to be raised from the current tax levy.

A motion to amend was offered by Mr. Thomas Harkins to change the figure "$36,880." to read "$3,500.", and when put to a vote said motion carried by a voice vote.

The main motion, as amended was then presented.

MOVED: That the Town appropriate $3,500 to implement Energy Conservation Measures at the main library building at 1139 Highland Avenue; said sum to be raised from the current tax levy.

ACTION: So voted unanimously by voice vote.

ARTICLE 31

To see if the Town will appropriate a sum of money to make the necessary alterations to the public library premises located at 1139 Highland Avenue to provide access to the public library facilities for the handicapped in conformity with Section 504 of the Federal Rehabilitation Act; determine how said sum is to be raised and how expended; or take any other action relative thereto.

MOVED: That the Town appropriate the sum of $325,000. to make the necessary alterations to the Public Library premises located at 1139 Highland Avenue to provide access to the Public Library facilities for the handicapped in conformity with Section 504 of the Federal Rehabilitation Acts; to meet said appropriation of $325,000. the Treasurer, with the approval of the Selectmen, is authorized to borrow $325,000. under the authority of Massachusetts General Law, Chapter 44, Section 7 (3A) as amended; said sum to be expended under the supervision and direction of the Public Library Trustees.

An extended discussion followed. Mr. Roy A. Kelley moved the previous question and it was so voted.

ACTION: So voted by a count of hands -- Yes 158 - NO 33.

ARTICLE 32

To see if the Town will appropriate the sum of $54,000. for the redesign of the spectator area at Rosemary Lake Recreation Area to include the reconstruction of a portion of the deteriorating retaining wall at the beach, the creation

of two grassed terraces, walkway improvements and associated utility adaptations; determine how said funds shall be raised and how expended; or take any other action relative thereto.

MOVED: That the Town appropriate the sum of $54,000. for the redesign of the spectator area at Rosemary Lake Recreation Area to include the reconstruction of a portion of the deteriorating retaining wall at the beach, the creation of two grassed terraces, walkway improvements and associated utility adaptations; said sum to be raised from the current tax levy.

A motion to amend was offered by Mr. Robert E. Hawes to change the figure of "$54,000." to "$25,000." and when put to a vote carried unanimously.

The main motion, as amended, was presented:

MOVED: That the Town appropriate the sum of $25,000. for the redesign of the spectator area at Rosemary Lake Recreation Area to include the reconstruction of a portion of the deteriorating retaining wall at the beach, the creation of two grassed terraces, walkway improvements and associated utility adaptations; said sum to be raised from the current tax levy.

ACTION: So voted unanimously by voice vote.

ARTICLE 33

To see if the Town will appropriate the sum of $29,000. for the design and construction of handicapped access and the removal of architectural barriers posed to handicapped persons at the Rosemary Lake Swimming Pool; determine how said funds shall be raised and how expended; or take any other action relative thereto.

MOVED: That the Town appropriate the sum of $29,000. for the design and construction of handicapped access and the removal of architectural barriers posed to handicapped persons at the Rosemary Lake Swimming Pool. To meet said appropriation of $29,000. the Treasurer, with the approval of the Selectmen is authorized to borrow $29,000. as authorized by Massachusetts General Law, Chapter 44, Section 7 (25), and payable within the period of not more than ten (10) years; said sum to be expended under the supervision and direction of the Rosemary Lake Reclamation and Building Committee.

ACTION: So voted by a count of hands -- YES 184 - NO 6.

At 10:55 p.m. Mr. James M. Colman moved that the meeting stand adjourned to Wednesday, May 28, 1980, at 7:30 p.m. at the Needham Senior High School, and it was so voted -- YES 99 - NO 91.

Rose O. Mackenzie, C.M.C.
Town Clerk

* * * * *

ADJOURNED ANNUAL TOWN MEETING
May 28, 1980

Pursuant to adjournment of the Annual Town Meetin held May 21, 1980, the inhabitants of the Town of Needha qualified to vote in Town affairs met in the Needham Senio High School on Wednesday, May 28, 1980, at 7:30 p.m.

Check lists were used and 246 voters were checked o the list, which included 217 Town Meeting Members.

Msgr. Robert T. Kickham, Pastor, St. Bartholome Church, gave the invocation.

The Moderator declared a quorum was present an requested the Town Clerk to so record.

ARTICLE 34

To see if the Town will vote to amend Article II of th General By-Laws of the Town of Needham by adding a ne Section as follows:

"Section 22: The Department of Public Works shall hav Marked Tree Road between Great Plain Avenue an Central Avenue, plus Central Avenue between Gree Plain Avenue and Charles River Street cleaned up of a refuse at least twice a week."

MOVED: That the Town amend Article II of the Genera By-Laws of the Town of Needham by adding a new Sectio as follows:

"Section 22: The Department of Public Works shall hav Marked Tree Road between Great Plain Avenue an Central Avenue, plus Central Avenue between Gree Plain Avenue and Charles River Street cleaned up of a refuse at least twice a week."

A motion was made to discuss Articles 34, 35 and 3 together, but to vote on them separately, and it was s voted.

ARTICLE 35

To see if the Town will vote to appropriate the sum o $6,000. to be raised from the current tax levy, for th purpose of purchasing and erecting an eight foot stockad fence and gates at the new entrances to the Town dump Said fence and gates to extend approximately 300 feet i length, and all construction under the direction an supervision of the Board of Selectmen.

MOVED: That the Town appropriate the sum of $6,000. t be raised from the current tax levy, for the purpose o purchasing and erecting an eight foot stockade fence an gates at the new entrances to the Town dump. Said fenc and gates to extend approximately 300 feet in length. A construction under the direction and supervision of th Board of Selectmen.

ARTICLE 36

To see if the Town will adopt the following resolution:

Be it resolved that "The Police Department regularl enforce the 'Regulations for the disposal of refuse Chapter 5, as adopted by the Board of Health".

MOVED: That the Town adopt the following resolution:

Be it resolved that "The Police Department regularly enforce the 'Regulations for the disposal of refuse,' Chapter 5, as adopted by the Board of Health".

The Moderator noted that these articles were inserted in the Warrant by citizen petition.

Mr. Robert W. Irion spoke on the motions under these articles. He stated that the petitioners were pleased with the appearance of the entrances to the dump and wished to withdraw the motion under Article 35.

Mr. Robert Y. Larsen offered an amendment to Article 34, by adding after the words "cleaned up" the words "when three or more families orally petition the D.P.W. on the same day, but such cleanup shall not occur more frequently than once each week." and by striking the words "of all refuse at least twice a week". Said motion when presented failed to pass.

ACTION: The main motion under Article 34 was presented but failed to pass.

Mr. Warner B. Hartford presented a motion to postpone Article 35 indefinitely, and when put to a vote it was so unanimously voted.

Mr. William M. Powers offered an amendment to the motion under Article 36, to strike the words "The Police Department regularly enforce" and add the words "the Board of Selectmen see to it that", and to add after the word "Health" the words "are consistently enforced." Said motion when presented failed to pass.

ACTION: The main motion under Article 36 was presented but failed to pass.

ARTICLE 40

To see if the Town will vote to continue the Low and Moderate Income Housing Committee established by vote under Article 63 of the 1972 Annual Town Meeting and recently continued by vote under Article 38 of the 1979 Annual Town Meeting; said Committee is directed to report to the next Annual Town Meeting or sooner; or take any other action relative thereto.

MOVED: That the Town continue the Low and Moderate Income Housing Committee established by vote under Article 63 of the 1972 Annual Town Meeting and recently continued by vote under Article 38 of the 1979 Annual Town Meeting; said Committee is directed to report to the next Annual Town Meeting or sooner.

ACTION: So voted unanimously by voice vote.

ARTICLE 42

To see if the Town will vote to continue the "Office Facilities Study Committee" established under Article/24 of the 1979 Annual Town Meeting, and to expand its purpose to include the study of handicapped access requirements, and further to expand its membership by two members as follows: one member to be appointed by the Glover Memorial Hospital Trustees, and one member to be appointed by the School Committee; or take any action relative thereto.

MOVED: That the Town continue the "Office Facilities Study Committee" established under Article/24 of the 1979 Annual Town Meeting, and to expand its purpose to include the study of handicapped access requirements, and further to expand its membership by two members as follows: one member to be appointed by the Glover Memorial Hospital Trustees, and one member to be appointed by the School Committee.

A motion to amend was offered by Mr. H. Phillip Garrity, Jr., as follows: That the main motion under Article 42 be amended by deleting that portion of the motion following the comma after the words "1979 Annual Town Meeting".

Mr. Norman A. Homsy moved that Articles 42, 43 and (Article 21 postponed at the May 19th Meeting) be discussed together but voted on separately, and it was so voted.

ARTICLE 43

To see if the Town will establish a School Land and Building Disposition Committee for the purpose of reviewing the present land and buildings under the jurisdiction of the School Department and to determine the future disposition and use of such land and buildings. Said Committee shall report back to the next Annual Town Meeting with recommendations as to the best disposition of said land and buildings including a schedule of disposition thereto. The Committee shall consist of five members with one representative appointed by each of the following: Board of Selectmen, School Committee, Planning Board, Finance Committee, and Town Moderator; or take any other action relative thereto.

MOVED: That the Town establish a School Land and Building Disposition Committee for the purpose of reviewing the present land and buildings under the jurisdiction of the School Department and to determine the future disposition and use of such land and buildings. Said Committee shall report back to the next Annual Town Meeting with recommendations as to the best disposition of said land and buildings including a schedule of disposition thereto. The Committee shall consist of five members with one representative appointed by each of the following: Board of Selectmen, School Committee, Planning Board, Finance Committee, and Town Moderator.

ARTICLE 21

To see if the Town will vote to appropriate a sum of money to raze the Avery School Building located at Highland Avenue, and authorize the Selectmen to contract therefor; or take any other action thereto.

MOVED: That the Town appropriate the sum of $20,000. to raze the Avery School Building located at Highland Avenue, and authorize the Selectmen to contract therefor; said sum to be raised from the current tax levy.

After an extended discussion, Mr. James M. Colman moved the previous question and it was so voted.

Relative to Article 42, Mr. Garrity's motion to amend was presented and carried unanimously.

ACTION: The main motion, as amended, was presented and carried by unanimous vote.

VOTED: That the Town continue the "Office Facilities Study Committee" established under Article 24 of the 1979 Annual Town Meeting.

Relative to Article 43, Mr. Norman A. Homsy, Chairman, Planning Board, offered an amendment to the main motion by adding after the word "reviewing" the words "with the School Committee"; deleting the word "Department" after the word "School" and adding in its place the word "Committee"; deleting the words "future disposition and" and adding in their place the words "highest and best", adding after the word "buildings", the words "after the School Committee has determined that any and all school land and buildings are no longer of use to the School Committee."

Mr. Daniel P. Matthews, Chairman, School Committee, moved to amend Mr. Homsy's motion to strike the word "five" before the word "members", and place in its stead the word "four" and to strike the words "School Committee" as they appear after the words "Board of Selectmen".

Mr. Stephen Diamond, Planning Board member, then moved that the membership of the committee continue as "five", two to be appointed by the Town Moderator.

After an extended discussion, Mr. James M. Colman moved the previous question and it was so voted.

Mr. Matthews' motion to amend was presented but failed to pass. In light of the action on Mr. Matthews' motion unanimous consent was given for withdrawal of Mr. Diamond's motion.

Mr. Homsy's motion to amend was presented, but failed to pass.

ACTION: The main motion was then presented, but failed to pass by unanimous vote.

Relative to Article 21, Mr. Warner B. Hartford offered a motion to refer the subject matter of Article 21 to a committee as follows: "To establish a committee to study possible adaptive use of the Avery School Building; said committee to consist of 5 members, 2 to be appointed by the Board of Selectmen, 2 to be appointed by the Finance Committee, and 1 to be appointed by the Moderator, and that the sum of $200. be appropriated for use of said committee, said sum to be raised from the current tax levy; the committee to report to the next Annual Town Meeting or sooner with its recommendations.

Mr. Stanley R. Tippett moved to amend Mr. Hartford's motion by deleting the number "5" as it appears before "members" and place in its stead the number "6" and to provide after the word "Moderator" the words "one to be appointed by the Planning Board". Said motion when put to a vote failed to pass.

Mr. Philip A. Trussel offered a motion to amend by adding after the words "Board of Selectmen" the words "one of whom shall be a member of the Avery School precinct." Said motion carried by voice vote.

Mrs. Betty C. Snell offered a motion to amend by adding after the words "possible adaptive use" the words "or razing of the Avery School including the effect on the neighborhood or Town of each possible solution." Said motion carried by voice vote.

ACTION: Mr. Hartford's motion as amended was presented and carried by voice vote.

VOTED: To establish a committee to study possible adaptive use or razing of the Avery School including the effect on the neighborhood or town of each possible solution of the Avery School Building; said committee to consist of members, 2 to be appointed by the Board of Selectmen, or of whom shall be a member of the Avery School precinct, to be appointed by the Finance Committee, and 1 to b appointed by the Moderator, and that the sum of $200. b appropriated for use of said committee, said sum to b raised from the current tax levy; the committee to report t the next Annual Town Meeting or sooner with i recommendation.

ARTICLE 44

To see if the Town will vote to transfer a sum fro the Free Cash Certified Account to meet, in part, appropr ations made at this Town Meeting, and to authorize th Town Assessors to use such sum as available funds to me appropriations in their computation of the tax rate for th fiscal year 1979-1980; or take any other action relativ thereto.

MOVED: That the Town exempt $450,000. of free ca from the provisions of Section 12A of Chapter 151 of th Acts of 1979, and that such free cash not be utilized for th purpose of reducing the property tax levy for fiscal 1981.

ACTION: So voted unanimously by voice vote.

ARTICLE 45

To see if the Town will vote to raise by taxatio transfer from available funds, by borrowing or otherwis such sums as may be necessary for all or any of the purpos mentioned in the foregoing articles, especially to act up all appropriations asked for, or proposed by the Selectme or any Town Officer or Committee; to appoint su committees as may be decided upon; and to take action up matters which may properly come before the meeting; take any other action relative thereto.

A motion was made by Mr. Warner B. Hartford to reop the Budget, Article 11, for the purpose of amending Li Items 42, 45, 167, and 170. Said motion carried by voi vote.

Mr. Hartford then MOVED: That Line Item 42 Treasurer/Tax Collector - Expenses — be increased $4,000. to a new figure of $27,300. He explained this was cover approved bond issue costs. Said motion was present and carried by voice vote.

Mr. Hartford then MOVED: That Line Item 45 — De and Interest - Bond and Note Interest — be increased $21,000. to a new figure of $111,585. He explained t increase was for interest payment on new bond issues. Sa motion was presented and carried by voice vote.

Mr. Hartford then MOVED: That Line Item 167 LIBRARY - Branch - Salaries — be changed from $10,812. $7,620. and the figure of $284,934.95 (transfer from curre tax levy) be changed to $282,134.95; Line Item 169 — Bo Transportation — be changed from $1,400. to $1,100. a Line Item 170 — Periodicals — be changed from $800 $600. A 25% cut in the Branch Library budget was bei proposed because the main library improvements w probably be completed in nine months, and the Finan Committee recommends the closing of the branch at th time.

An extended discussion followed. Mrs. Mary A Carovillano moved the previous question and it was

voted. Mr. Hartford's motion relative to Line Item 167 was presented and failed to pass. Mr. Hartford moved to withdraw the motions to amend Line Items 169 and 170, and it was so voted.

The main motion under Article 11, as amended, was presented. So voted by a count of hands -- YES 189 - NO 7.

VOTED: That the following sums of money be authorized for the several specific pruposes hereinafter designated, together with the authority to credit the purchase price of new equipment with the value of old equipment turned in, said sums of money to be expended only for such purposes under the direction of the respective Boards, Committees or Officers of the Town for the fiscal year beginning July 1, 1980, as follows:

BOARD OF SELECTMEN:		
1.	Salaries	$ 100,964.
2.	Telephone Charges	34,000.
3.	Expenses	63,130.
4.	Town Meetings	10,812.
5.	Capital Outlay	2,900.
6.	Travel Out of State	0
MISCELLANEOUS:		
7.	Insurance, General	213,033.
8.	Accident & Health & Group Life Insurance	690,345
9.	Workmen's Compensation Self Insurance Fund & Premium Account	128,000.
10.	Property and Casualty Self Insurance	5,000.
11.	Uniformed Services Medical Payments	15,000.
12.	Street Lighting	210,000.
13.	Unemployment Compensation	28,600.
14.		0
TOWN CLERK:		
15.	Salaries	35,990.
16.	Expenses	3,125.
17.	Travel Out of State	125.
18.	Capital Outlay	0
BOARD OF REGISTRARS		
19.	Salaries	23,888.
20.	Expenses	21,700.
21.	Tellers & Canvassers	17,820.
22.	Capital Outlay	500.
LEGAL:		
23.	Salaries	14,425.
24.	Expenses	6,000.
25.	Special Fees	20,000.
PERSONNEL:		
26.	Salaries	29,366.
27.	Expenses	4,850.
ASSESSORS:		
29.	Salaries	82,005.
30.	Expenses	9,750.
31.	Travel Out of State	0
32.	Capital Outlay	800.
DIRECTOR OF FINANCE:		
33.	Salaries	29,864.
34.	Audit	15,000.
35.	Financial Consultant	5,000.
36.	Expenses	1,200.
37.	Capital Outlay	775.
COMPTROLLER:		
38.	Salaries	54,149.
39.	Expenses	8,800.
40.	Capital Outlay	1,000.
TREASURER/TAX COLLECTOR:		
41.	Salaries	75,648.
42.	Expenses	27,300.
43.	Capital Outlay	500.
DEBT AND INTEREST:		
44.	Maturing Bonds and Notes	445,000.
45.	Bond and Note Interest	111,585.
46.	Temporary Loan Interest	10,000.
DATA PROCESSING:		
47.	Salaries	79,171.
48.	Expenses	104,639.
FINANCE COMMITTEE:		
49.	Salaries	5,549.
50.	Expenses	500.
51.	Reserve Fund (Raised by Transfer of $159,899.38 from overlay surplus reserve and balance $90,100.62 from current tax levy.)	250,000.
CONTRIBUTORY RETIREMENT:		
52.	Salaries	19,740.
53.	Contributions	1,193,640.
54.	Expenses	2,450.
NON-CONTRIBUTORY RETIREMENT:		
55.	Haddock and McLeod	0
56.	Chapter 32 Retirements	151,800.
57.	Past Service Liability Funding Obligation	340,000.
EDUCATION:		
58.	Salaries	11,547,202.
59.	Administration	40,300.
60.	Instruction (Raised by $501.83 from Dwight School fund; balance $457,838.17 from current tax levy.)	458,340.
61.	Other School Services	68,229.
62.	Cafeteria Assistance	35,000.
63.	Pupil Transportation	306,405.
64.	Operation and Maintenance of Plant	1,148,678.
65.	Community Service	67,000.
66.	Fixed Assets	17,386.
67.	Tuitions	452,000.
68.	Out of State Travel	4,000.
69.	Adult Education	0
70.	Summer School	—
71.	Capital Outlay - Renovation of Physical Properties	100,000.
72.	Vocational Education	—
PUBLIC SAFETY		
POLICE:		
73.	Salaries - regular (Raised by transfer of $275,283 from federal revenue sharing funds; balance of $932,006 from current tax levy.)	1,207,289.
74.	Salaries - overtime	149,301.
75.	Education and Career Incentive	14,025.

76.	Inservice Training	29,511.
77.	Capital Outlay	61,035.
78.	Travel Out of State	500.
79.	Auto Maintenance	82,335.
80.	Building Maintenance	24,900.
81.	Communications	22,024.
82.	Operating Expenses	28,549.
83.	Signal System	1,000.
84.	Uniforms	16,450.
85.	Crime Check Committee	500.
86.	Animal Control	1,550.
87.	F.B.I. Academy	0
FIRE:		
88.	Salaries - regular (Raised by transfer of $275,283 from federal revenue sharing funds; balance $1,314,428. from current tax levy.)	1,589,711.
89.	Salaries - overtime	355,263.
90.	Education and Career Incentive	29,375.
91.	Inservice Training	38,121.
92.	Capital Outlay	51,500.
93.	Travel Out of State	400.
94.	Building Maintenance	61,415.
95.	Equipment and Supplies	38,615.
96.	Service Expenses	8,425.
97.	Equipment Maintenance	19,620.
CIVIL DEFENSE:		
98.	Salaries	1,500.
99.	Expenses	12,997.
100.	Capital Outlay	8,000.
BUILDING:		
101.	Salaries	78,507.
102.	Expenses	1,620.
103.	Capital Outlay	0
SEALER OF WEIGHTS & MEASURES:		
104.	Salaries	4,287.
105.	Expenses	1,150.
PUBLIC FACILITIES		
PUBLIC WORKS:		
Administration:		
106.	Salaries	88,860.
107.	Expenses	6,147.
108.	Travel Out of State	1,500.
Engineering:		
109.	Salaries	169,525.
110.	Expenses	4,850.
Garage and Equipment:		
111.	Salaries	118,032.
112.	Expenses	96,320.
113.	Equipment Replacement	107,790.
Highway:		
114.	Salaries	353,291.
115.	Salaries - Parking Meter Fund	5,000.
116.	Expenses, including Compactor Lease @ $37,200.	327,721.
Park Division:		
117.	Salaries	273,042.
118.	Expenses	85,771.
119.	Capital Outlay	25,400.
Sewer:		
120.	Salaries	289,870.
121.	Expenses	51,575.
122.	House Connections	10,000.
Snow and Emergency:		
123.	Overtime Salaries	50,000.
124.	Expenses	70,000.
Water:		
125.	Salaries	305,032.
126.	Expenses	207,200.
127.	Main Extensions and Services	35,000.
Minibus:		
128.	Salaries	5,049.
129.	Expenses	1,925.
130.	Bus Contract	60,000.
HUMAN SERVICES:		
HOSPITAL:		
131.	Salaries	4,606,775.
132.	Expenses	2,627,259.
133.	Capital Outlay	335,000.
134.	Travel Out of State	3,000.
PUBLIC HEALTH:		
Board of Health:		
135.	Salaries	112,391.
136.	Capital Outlay	0
137.	Travel Out of State	500.
138.	Expenses	9,475.
139.	Garbage Removal	9,475.
140.	Hospitalization	500.
141.	Mental Health	61,888.
142.	Mentally Retarded	9,282.
Dental Health:		
143.	Salaries	10,963.
144.	Expenses	5,075.
VETERANS' SERVICES:		
145.	Salaries	13,600.
146.	Expenses and Transportation	750.
147.	Benefits	35,000.
YOUTH COMMISSION:		
148.	Salaries	72,066.
149.	Expenses	7,680.
COUNCIL ON AGING:		
150.	Salaries	31,778.
151.	Expenses	7,350.
DEVELOPMENT		
PLANNING BOARD:		
152.	Salaries	37,542.
153.	Expenses	3,000.
154.	Technical Assistance	1,500.
155.	Travel Out of State	400.
CONSERVATION:		
156.	Salaries	150.
157.	Expenses	2,350.
BOARD OF APPEALS:		
158.	Salaries	3,183.
159.	Expenses	2,375.

HISTORICAL COMMISSION:		
160.	Expenses	700.
CULTURAL/LEISURE SERVICES		
LIBRARY:		
161.	Salaries (Raised by transfer $3,130 from Town's share of unexpended balance Dog Fund; transfer $32.88 and $1,064.17 from Barr and Greenwood Funds; $11,226 State Library Assistance; $284,934.95 current tax levy.)	300,388
162.	Bindings	1,600.
163.	Books and Periodicals	83,000.
164.	Building Maintenance	34,140.
165.	Expenses	22,925.
166.	Capital Outlay	--
28.	Travel Out of State	400.
Branch:		
167.	Salaries	10,812.
168.	Rent	3,600.
169.	Book Transportation	1,400.
170.	Periodicals	800.
171.	Utilities	1,785.
PARK AND RECREATION:		
172.	Salaries	166,768.
173.	Expenses	57,820.
174.	Engineering Services	2,000.
MEMORIAL PARK:		
175.	Expenses	550.
176.	Capital Outlay	0

MOVED: under Article 45 by Mr. Warner B. Hartford:

That the Town increase the appropriations limit established by Chapter 151 of the Acts of 1979 by $1,398,418. so that the appropriations limit as increased will be $24,981,461.

ACTION:
So voted unanimously by voice vote.

MOVED: under Article 45 by Mr. Warner B. Hartford:

That the Town increase the levy limit established by Chapter 151 of the Acts of 1979, by not more than $2,049,687. so that the levy limit as so increased shall not be more than $33,326,482.

ACTION:
So voted unanimously by voice vote.

Under Article 45 the following Resolution was offered by Mr. Warner B. Hartford for the Needham Council for Arts and Humanities:

WHEREAS The Needham Council for the Arts and Humanities is concerned with the artistic quality of the Town of Needham, specifically in this instance with architecture, and

WHEREAS There are extensive facilities for consultation services and financial assistance for the preservation of irreplaceable architecture, be it

RESOLVED That the Board of Selectmen of the Town of Needham be asked to request the National Trust for Historic Preservation to provide free consultation service concerning the possible adaptive use of the Avery School Building in the Town of Needham.

ACTION:
Said Resolution when presented failed to pass.

Under Article 45 the following Resolution was offered by Mr. William M. Powers:

BE IT RESOLVED: That this Town Meeting indicate its appreciation of the intent of the petition of over 160 citizens who desire that our streets be kept clean and that all citizens observe existing regulations relating to refuse disposal.

BE IT FURTHER RESOLVED: That this Town Meeting indicate its expectations that all departments responsible for enforcing regulations relating to the disposal of refuse maintain a high level of surveillance, and enforcement.

ACTION:
So voted unanimously by voice vote.

At 10:10 p.m. Mr. Henry D. Hersey moved that the Annual Town Meeting be dissolved in memory of Parkman D. Howe, former Selectman of the Town of Needham, and it was so unanimously voted.

ROSE O. MACKENZIE, C.M.C.

Town Clerk

ATTEST: _____

NORTHEAST
LIBRARY BINDING CO., INC.
DEC 8 1983
MEDFORD, MASS.